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The Gist of It

LEWIS E. LAWES is a kind of public official rarely met with in the United States—a man trained from the bottom up in his chosen calling. Beginning as a guard at Clinton and Auburn Prisons, he was chief guard at the Elmira Reformatory, then head of the former city Reformatory on Hart's Island until on New Year's Day of 1920 he became warden of Sing Sing. To remain at that post for seven years is a remarkable tribute, for the average term of office has been under six months. As Mr. Lawes puts it, "the easiest way to get out of Sing Sing is get yourself appointed warden." He is at present engaged in writing a book, in his library at the prison which contains now many rare old volumes on crimes and punishments left him by his friend Houdini (page 69).

THE national program of education and employment for children of 14 and 15 put out by the National Association of Manufacturers is discussed by FLORENCE KELLEY, for a quarter century a fighting friend of working children, as secretary of the National Consumers' League and a contributing editor of THE SURVEY (page 70); and by WILEY H. SWIFT, acting general secretary of the National Child Labor Committee, who gives the committee's official position (page 72).

LUCILE EAVES writes of Massachusetts' new venture in public health, a state cancer hospital, against the background of the unique study of that disease which she has been conducting as director of research of the Women's Educational and Industrial Union in Boston (page 79). The plains of the West and Southwest, the southern mountains, and other remote American countrysides have been the scenes of adventures in public health which FRANCES SAGE BRADLEY, M.D., has described in THE SURVEY. At present she is a member of the preschool division of the Pennsylvania Department of Health (page 80).

"NOTHING in the institutional life of this country compares with it," writes MIRIAM VAN WATERS of the summary closing of the El Retiro (California) School for Girls. Its dramatic story appears on page 83. Out of the general clamor for measuring sticks in social work (see THE SURVEY, January 15, March 15, 1926) there are coming some tentative standards. RALPH G. HURLIN, director of the Department of Research of the Russell Sage Foundation, here outlines a continuous piece of research in the field of family welfare. In the three succeeding issues he will discuss the experience of some forty family agencies as to the average caseload per case worker, the amount of relief per case, and the fluctuation of the caseload with the calendar (page 84.) Though JUNE PURCELL-GUILD'S distinctive work has been in the field of law for social workers, she has been in close touch (shall we say matrimonially?) with the general education of social workers in both Toledo and Richmond, Virginia, where the unique experiment described in this paper was initiated by Mr. Guild and herself (page 85).

CALIFORNIA'S latest adventure in adult education is described (page 87) by ETHEL RICHARDSON, assistant state superintendent of public instruction. LUCY L. W. WILSON, principal of the South Philadelphia High School for Girls, is on the executive board of the Progressive Education Association and was one of the speakers at the Locarno Conference, of which she writes (page 88).

THE true story related by ARTHUR DUNHAM and ESTHER S. DUNHAM was awarded honorable mention in the Harmon-Survey Quarterly Contest on new phases of social work. Mr. Dunham is secretary of the Child Welfare Division of the Public Charities Association of Pennsylvania (page 91). No cut and dried social system, but the pattern of living processes lie behind the glimpses into our shifting sociology which NELS ANDERSON contributes to THE SURVEY from time to time, in this case of the surburbanite—"a man who shaves and takes a train and then rides home to shave again" (page 93). HELEN G. NORTON is instructor in journalism at Brookwood Labor College, Katonah, New York (page 95). LOIS MACDONALD, a South Carolinian by birth, who has made several studies in the textile area, is this year a fellow in economics at New York University. She was an instructor at the Southern Summer School for Women in Industry, at Sweet Briar, Virginia, which she describes (page 96). MILDRED JOHN was a fellow in the Research Department of the Women's Educational and Industrial Union in Boston, for 1926-7 (page 97).

JOHN D. KENDERDINE is best known to SURVEY readers as the writer of persuasive letters which turn overdue subscribers into cheering recruits. To members of the staff he is known as the world's most trenchant critic of editorial letters. What he writes of turning "appeal" letters into "sales" letters will be widely read (page 102).

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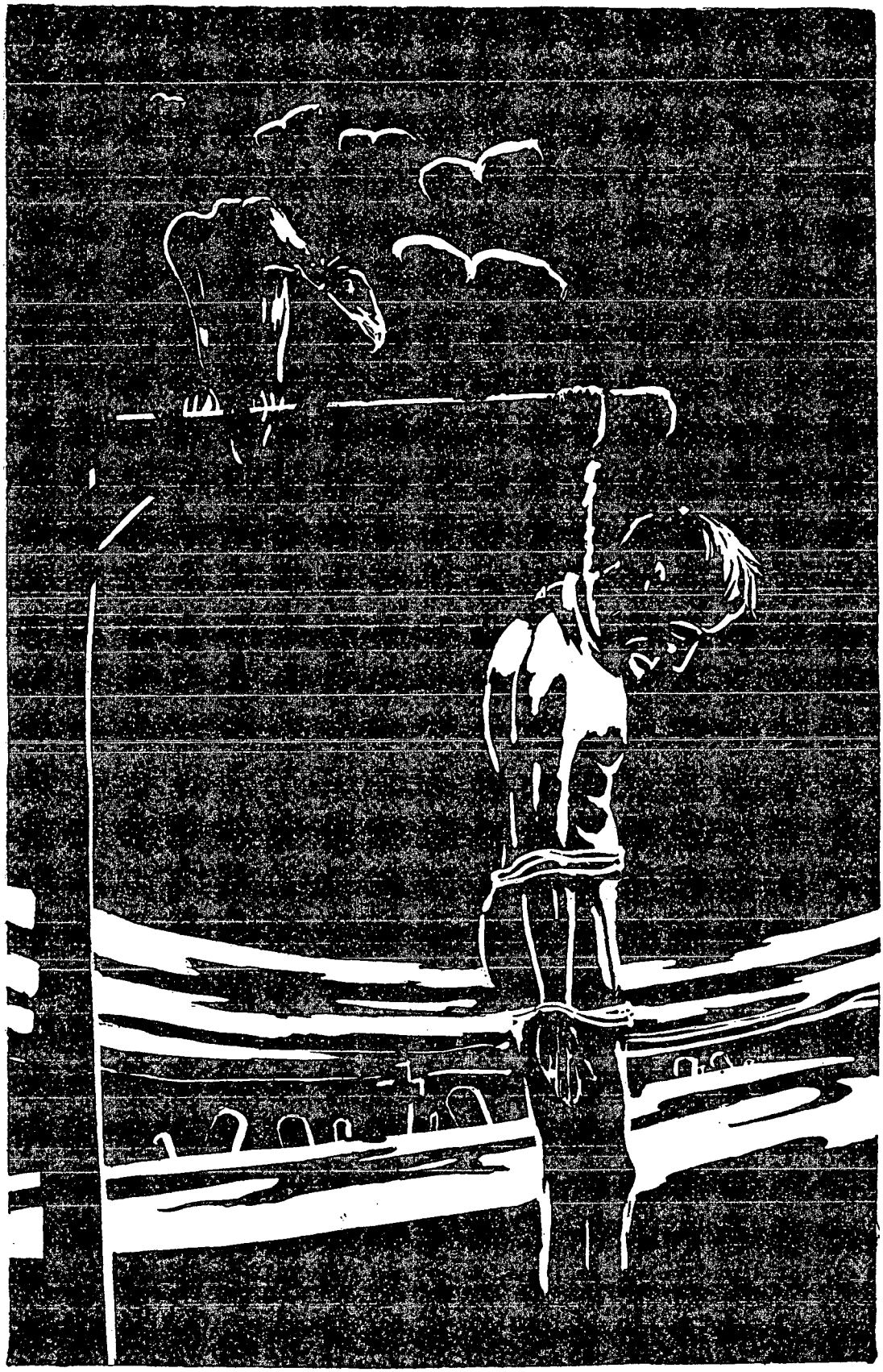

From a drawing made by a prisoner at Sing Sing for Warden Lawes' forthcoming book, Life and Death Within Sing Sing Prison Walls. Mr. Lawes is also the author of Man's Judgment of Death, published by Putnam's in 1924

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The Death Penalty at Sing Sing

What the Figures Show

By LEWIS E. LAWES

SINCE 1889 when electrocution for murder was legally established in New York State, 409 men and 6 women have been committed to Sing Sing Prison for execution. Of these, 261, including one woman, were electrocuted. Before the date set for electrocution, 2 died natural deaths, 3 committed suicide, 2 drowned while escaping, and 10 were pronounced insane and transferred to Dannemora State Hospital; 15 are now in the Death House, making a total of 293 who are dead, insane, or awaiting execution.

The convictions of 53 men and 2 women were reversed by the Court of Appeals. Of these, 30 were acquitted; 5 were re-convicted and executed; one was re-convicted and his sentence commuted to natural life; 14 were convicted of murder, second degree, 3 of manslaughter, first degree, 1 of manslaughter, second degree, and 1 is awaiting a re-trial. One woman was acquitted and the other was convicted of murder in the second degree. The sentences of 72 men and 2 women were commuted to imprisonment for natural life, and of these only 3 have later been pardoned and only 6 discharged by special commutation; the remainder are now in prison, or in the hospital for the criminal insane, or have died in prison.

In the same period (1889-1927) there were 589 commitments for murder, second degree, and 1,986 for manslaughter, first degree. This gives a total of 2,990 commitments for what is popularly known as murder. Thus the death penalty has been exacted in 63 per cent of the total commitments for murder, first degree, and for 8.7 per cent of all commitments for "murder."

The fact that 30 persons were acquitted and 18 others convicted in a lower degree after having been convicted of a capital crime, causes one to wonder how many of the 261 who were executed might not have received new trials and have been acquitted or convicted on a charge which did not exact the death penalty if they too had had money or friends to engage the most able legal counsel. One man, who fortunately received a commutation to natural life only a few minutes before he was to be strapped in the chair, was later proved positively to have been innocent. Perhaps there were other such cases. If juries and judges can err in one proven case, is it not possible that there may have been other errors which cannot now be corrected because the unfortunate man is dead? As a matter of fact, the juries and judges erred in 11 per cent of the original commitments for murder, first degree, and 54 per cent—more than half—of these persons were acquitted on re-trial as not guilty. Is not the percentage of "probable error" entirely too high to warrant a penalty that is irrevocable?

In view of the relatively large

Since he became warden of Sing Sing Prison in 1920, Mr. Lawes has seen 109 men electrocuted, for the law provides that the warden must be a witness of all executions, though the actual carrying out of the sentence is deputized to an electrician. He has recently compiled the statistics of commitments to Sing Sing for murder and here briefly sets them forth, for the first time. The showing that juries and judges erred in at least 11 per cent of the original commitments is one of the most striking outcomes of his study of the figures. Warden Lawes is a member of the League to Abolish Capital Punishment and until recently has been its president. He is also an ex-president of the American Prison Association.

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number of cases in which the higher court has reversed the lower courts, the number of commutations to life imprisonment is not large. If the lower courts can err in 11 per cent of the cases, it is within the realm of possibility that a mistake is made in an additional 18 per cent of the total cases and the commutations are in proportion.

It will be noted that only 3 pardons and 6 special commutations have been granted. This fact answers the frequently heard charge that life imprisonment does not really mean life imprisonment and is not, therefore, a proper penalty for murder in the first degree.

The further assumption that the murderer is a dangerous criminal from whom society must be protected is flatly disproven by the figures which show that 90 per cent of the men and women committed for murder, first degree, had no previous criminal record. Nor is there a single instance in which a prisoner pardoned or specially commuted for murder, first degree, returned to Sing Sing Prison because of a second homicide.

A study of Sing Sing's records running back to 1850 shows only slight variations in commitments for homicide. The percentage at no time runs above 8 per cent; commitments for murder, first degree, average about 1 per cent. This study also shows that 51 per cent of the cases of murder, first and second degrees, have been committed by foreigners, in comparison with a rate of 26 per cent for all other crimes committed by foreigners.

From 1850 to 1870 the foreign-born Irish led in the number of commitments for murder and from 1870 to 1889 the native-born of Irish stock led, with foreign-born Germans second and foreign-born Italians third. Between 1890 and 1919 the foreign-born Italians took the lead, with Irish second; Negro, third; English-Scotch, fourth; German, fifth. From 1920 to the present time, the foreign-born Italians have led with the Negro in second place; the Irish stock, third; and English-Scotch, fourth.

From 1890 to 1927, those of Italian stock (91 per cent foreign-born) lead with 28 per cent of all commitments for murder; Irish stock (20 per cent foreign-born) second with 19 per cent; Negro (9 per cent foreign-born) third with 144 per cent; English-Scotch stock (foreign-born 19 per cent) and German stock (foreign-born 46 per cent) fourth with 10 per cent each; miscellaneous stock (foreign-born 50 per cent) 19 per cent.

In other words, the typical murderer of any given period comes from that race which is making a place for itself in a new environment. The Irish led for a long period following their immigration and the Germans were a close second following their immigration period. The Italians then took first place and now the Negro, who is migrating from the South, is rapidly forging toward the lead.

One often hears of the low murder-rate in England and other foreign countries and we are told that this condition is due to more stringent laws, and so on. In the light of these figures, it seems likely that England's favorable record is due to the homogeneity of her population. Murder, in its final analysis, is due to extrinsic conditions rather than to an inherent instinct for killing. Is society justified in taking a life for a crime which is a result of conditions for which it is largely responsible and in exacting a death penalty where the percentage of "probable error" has proved to be so large? Would not life imprisonment answer the purpose as well and with greater justice to all?

The Manufacturers' Plan for Child Labor

By FLORENCE KELLEY

THE National Manufacturers' Association has made public its program. Its proposed standards have been given to the Associated Press, and widely distributed in a pamphlet of twelve pages, under the title, National Education and Employment Program of the Junior Education and Employment Committee of the National Association of Manufacturers. In the introduction it is said to be "for the further protection of children 14 and 15 years old."

Obviously believing that the federal Children's Amendment is defeated, not merely delayed, the association sets forth in six paragraphs what it proposes to have done to, and for, wage-earning children in place of cooperative action by Congress and the States. The remaining pages are interpretation.

Mass production now takes over the establishment of school standards and labor standards for children of today and of the future.

Proposals A and B requiring a new employment certificate for each new job undertaken by a child of 14 or 15, accompanied by a medical certificate of fitness, follow the most advanced practice of industrial communities, among others, Massachusetts and Chicago. They are not new, but they are admirable safeguards to which all must give hearty consent in an age when industry has been growing constantly more dangerous with new machines and new poisons. As an evidence of good faith, next winter, wherever a legislature meets in a state which does not yet require a fresh certificate and medical examination for each new job, bills requiring them should be introduced and pushed by the National Manufacturers' Association and its powerful state branches. The state associations have sometimes opposed bills for these modest improvements but may, now that their national body has come out for these measures, be expected to see that such certificates and examinations are of benefit to both employers and working minors.

The National Manufacturers' Association might well have recognized that today the children of this Republic live and work under two standards, one modern and one laggard. If they had done this, if they had called their program a provisional program, or a transitional program, or the southern child labor program, it could be seriously discussed. Then good might come of the discussion. But put forward as a "national" program, nothing can ensue but confusion. Its mere existence must inevitably cause confusion. Its principal proposals are retrograde. It does not clearly state the objective of the National Manufacturers' Association. It proceeds by indirection.

So far, indeed, that this program is destined to test the astuteness and integrity of the National and State Child Labor Committees, of hundreds of committees of permanent organizations, and of all the myriad small groups of men

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National Education and Employment Program of the Junior Education and Employment Committee of the National Association of Manufacturers

Program of the National Association of Manufacturers for the further protection of employed children fourteen and fifteen years of age:

(a) An employment certificate issued under state authority for each job applied for under a different employer.
(b) A physical examination by physicians designated by the state, and a certificate that the individual is physically fit to enter the employment applied for.
(c) The completion of the sixth grade, after allowing two years for adjustment after the passage of the statute in states not already having an educational qualification, with proper provision for vacation permits.
(d) The requirement of a minimum of four hours a week of continued education, either in continuation schools or under shop plans approved by properly constituted state authority which should have the power to release individuals incapable of further education or to excuse any child until proper continuation schools have been established.
(e) The limiting of the hours of labor of all children under sixteen years, employed in manufacturing, mining, transportation or commercial occupations, of not to exceed forty-eight hours per week, with a prohibition of night work before 7 A.M. or after 9 P.M.
(f) The strengthening of laws forbidding the employment of children in hazardous occupations by more carefully defining the specific hazards.

The principles herein stated have been formulated by the Junior Education and Employment Committee of the National Association of Manufacturers consisting of: Howell Cheney, Cheney Brothers, South Manchester, Conn., Chairman; Garnett Andress, Richmond Hosiery Co., Rossville, Ga.; E. M. Herr, Westinghouse Electric and Manufacturing Co., New York; Simon Miller, Jacob Miller Sons & Co., Philadelphia; W. A. Viall, Brown & Sharpe Manufacturing Co., Providence.

These principles have been approved by the Board of Directors of the Association.

Your views on these principles will be very greatly appreciated.

and women who have, (sometimes against opposition from State Manufacturers' Associations) shared, since 1902, in enacting child labor laws. These are safeguards of children 14 and 15 years old, and of street traders who are younger, and of telegraph and messenger boys and minor employes in hazardous occupations who are older.

It is characteristic that such significant terms as "child labor" and "eight-hour day" nowhere appear in the manufacturers' program; substituted for them are "employment" and "closing at 9 P.M."

Though the term "eight-hours day" nowhere appears, the program fundamentally undermines it. It is not fashionable to attack the eight-hours day head-on now, when 31 states and the District of Columbia have an eight-hours law applying to children to 16 years of age in factories and stores.

Enlightened employers long since abolished night work for boys and girls below 18 years. Several states follow the lead given by New York before the War, and forbid employment of minors under 16 as telegraph and messenger boys after 6 P.M. For children under 16, the standard closing hour in factories was set, years ago, by the New York statute at 5 P. M. and in stores at 6 P. M. This is especially important since enactment of double compensation in 1923. For if a boy or girl is injured while at work after the lawful closing hour, the New York employer must pay double compensation, the penalty part of it in cash, at the time of the award. That the closing hour for New York children in factories since 1908 and stores since 1914 is enforceable, has been shown by long experience.

The National Manufacturers' Association disposes of the whole vast subject of working hours by proposing to forbid children under 16 to work after 9 o'clock. But why, when 35 states and the District of Columbia have already abolished nightwork after 5, 6 and 7 P.M. in factories, is it necessary to introduce this late hour? Idaho alone in the whole country has 9 o'clock as closing hour, and Idaho has virtually no wage-earning children. Only Texas and California have a later hour, 10 P.M.

Instead of the enforceable closing hour definitely set at the end of eight hours work at 5 P.M. for factories and 6 P.M. for stores, work is to be permitted everywhere until 9 o'clock. This late closing hour allows 14 hours beginning at 7 A.M. in which to spread eight hours work. Every experienced enforcing official knows that this makes the eight-hours day non-enforceable. Instead of a definite daily limit of work to eight hours in 24, the program proposes a 48-hours week. Contrast this with New York's eight-hours day definitely ended at 5 P.M. and 6 P.M. and 44-hours week for boys and girls under 16. Contrast it with Henry Ford's 40-hours week for adults. Which shall prevail? The beneficent, thoroughly tested New York standard? Or North Carolina's fantastic non-enforceable new statute?

HOW can any program be seriously defended which proposes for children in any state, standards lower than the best long tried in industrial states and found feasible and useful? New York, Ohio, Oregon and California are among the industrial states whose enlightened protection of young wage earners has greatly benefitted employers and employed. The proposed program would, if adopted in those states, constitute a revolution backward and downward.

Six paragraphs which follow the insinuating title indicate permanent dangers:

What means has the average, well-informed citizen of knowing how retrograde is the proposal to set up, as a nationwide standard, the fourteenth birthday and sixth school grade? Even well-read, sympathetic people without contact with factories cannot conceive the multiple risks that lurk in manufacture awaiting adolescent children. They cannot estimate how unfit a present-day factory is for a girl 14 years old, fresh from the sixth grade—because of speeding, noise, crowding, strain of piecework, sustained high-pressure attention, infinite multiplication of machines, and ever increasing industrial poisons. Nor are non-expert citizens acquainted with the legal safeguards laboriously achieved in a quarter century intensive struggle in behalf of the children. In contrast, the National Manufacturers' Association organized nearly 40 years ago, has a branch in every industrial state and commands vast funds for propaganda, as it proved in its campaign against the federal child labor amendment.

Since 1895, state associations have killed safeguarding bills and laws; when that was impossible, they have amended

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them, making them useless. Counsel for state associations induce courts to hold safeguarding laws unconstitutional, as in 1895, when Levy Mayer, counsel for the Illinois Association, persuaded the Supreme Court to hold invalid the first eight-hours law including children employed in manufacture. Fortunately for the children, the United States Supreme Court overthrew that evil decision.

If this program were carried out—and what is a program for but to be carried out?—

1. It would abolish the 5 P. M. closing hour in factories and the 6 P. M. closing hour in stores, substituting for both 9 P. M.
2. It would abolish the eight-hour day by creating a spread of 14 hours from 7 A. M. to 9 P. M., thus making the eight-hour day non-enforceable.
3. It would abolish the 44-hour week, substituting a 48-hour week, which also would be non-enforceable because of the 14 hours spread.
4. It would make work in *mines* legal at the fourteenth birthday and the completed sixth grade. Since 1920, the legal age for beginning work in mines has been 16 years in all important mining states. Illinois has had an age limit of 16 years for mines since 1910.
5. In seven enlightened states it would lower the leaving age for full time compulsory school attendance from 15 years to the fourteenth birthday and the sixth grade, by leaving everything beyond that, everywhere, to the choice of children and parents.
6. It would give officials power to release children from school attendance at 14 years instead of adapting schools to their needs.
7. It would release children from all school attendance where there are no continuation schools, instead of substituting full time attendance until the community supplies a school.

One by one, these undesirable proposals have for years been rejected by organizations of citizens who have obtained enactment of better measures, often against opposition of branches of the Manufacturers' Association.

Today California, Maine, Michigan and Rhode Island exclude from manufacture and commerce, during school hours, children under 15 years old. Texas excluded them from factories only; Ohio under 16 for work in school hours; Montana under 16 years from factories at all times; New York prescribes 14 years and the eighth grade, 15 years and the sixth grade, 16 years and the sixth grade. These seven states are menaced by the manufacturers' program because all have a higher standard than age fourteen years. Children who remain to the sixteenth year and the sixth grade are often newly-arrived, overgrown peasant immigrants, or deaf, blind, tubercular, crippled or otherwise handicapped children; or they are dull normal children held by the law to save them from becoming tools of criminals. Or they are mental defectives of whom the public ungraded classes and opportunity schools render thousands self-supporting by the sixteenth birthday.

What can be more dangerous for the future than a plan for tantalizing children with sham protective measures, pretending to give them "further protection" while taking away what they already have, and stupefying them? All repetitive work is stupefying. Nearly all work open to boys and girls under 16 is repetitive and therefore stupefying. Monotony breeds fatigue, and the combination of monotony and fatigue is stupefying, especially when begun as early as the fourteenth birthday.

Inevitably a manufacturers' association does what seems to it good for manufacturers. It would be a great convenience to industry if it could put this program into effect everywhere. Adult wages are higher than they have ever been. Immigration of cheap labor is confined chiefly to unskilled Mexicans and Negroes. The unions are by no means powerless as to hours. Even Pullman porters are forming unions. The helpless elements of former mass immigration are staying at home in Europe. Can the stimulus to promulgate the program at this time be the shrinkage in the supply of cheap labor?

If there could be wholesale restriction of attendance in the seventh and eighth grades and the high-schools, if little girls could be kept available for the textile industries at the fourteenth birthday and sixth grade as has been done in Massachusetts, that would be a pleasant outlook for migrating northern mill managers.

This program is important to its projectors. Every industrial bill will have to be watched, both to increase gains so laboriously achieved for the young generation and to forestall destructive activity of the National Manufacturers' Association's legislative agents.

Any persons who may believe that this new program is a benevolent undertaking, or who are led so to interpret it, or who try to cooperate in it, will be naïve souls unacquainted with the continuous record of the National Manufacturers' Association, and ill-informed as to the extraordinarily valuable safeguards which are to be undermined by carrying out its program. Or they will be shepherds deserting their lambs.

The Child Labor Position

By WILEY H. SWIFT

A STATEMENT from those regarded as the "opposition" is always of value—it furnishes a definite ground for discussion and makes clear the real issues involved. Such a statement has just been issued by the Committee on Junior Education and Employment of the National Association of Manufacturers long considered one of the chief antagonists of child labor legislation. In a program (see page 71) endorsed by the board of directors of the association, the committee sets forth six principles "for the further protection of employed children 14 and 15 years of age."

The National Child Labor Committee has for many years advocated certain *minimum* standards for the employment of children, and the points on which the program of the Manufacturers' Association meets and those in which it falls below that of the committee stand forth clearly:

A. The Manufacturers' Association agrees with the National Child Labor Committee that no child under 16 should be permitted to work without an employment certificate issued under state supervision.

B. The association likewise agrees that no child under 16 should be employed without a certificate of physical fitness issued by an authorized physician. We call special attention to the statement in the brief accompanying the program, that

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a physical examination should be repeated as often as the applicant changes employment.

C. The educational standard of the National Child Labor Committee, namely, the completion of the eighth grade for children under 16, is not met by the manufacturers' program which advocates only the sixth grade. In their brief they agree that the responsibility of the state for children, whether at school or at work, "should reasonably be extended to at least 16 years of age." However, to their suggestion that states which have already enforced an educational qualification may experiment with higher standards they add, *"but in no case should these standards prevent the employment of physically able children over 14 who are unable or unwilling to go further in school than the sixth grade, and who, in the judgment of their parents or guardians would be better employed at work."*

TO this the National Child Labor Committee takes serious exception. It would open the way to thousands of children to leave school on completion of the sixth grade merely because they dislike school. The National Child Labor Committee agrees that in exceptional cases children of 14 are better off at work (under school supervision) than at school but this power of exemption should be in the hands of the school authorities who, through visiting teachers, psychological laboratories, and the like, can study each child and his environment as an individual problem.

The Manufacturers' Association agrees with the National Child Labor Committee that children under 16 should not be employed during school vacation without employment certificates.

D. The National Child Labor Committee does not include in its standards a statement regarding attendance of employed minors at continuation school. It believes in the principle underlying continuation schools but feels that they are still too much in the experimental stage to warrant a statement regarding the age for compulsory attendance, the length of the session or nature of the curriculum. The continuation school, it may be pointed out, has been one of the chief targets of attack by manufacturing groups throughout the country. The Manufacturers' Association, by including this in their program, endorse the principle.

E. (1) The National Child Labor Committee has long stood for an eight-hour day, six-day and forty-eight-hour week for children under 16. The Manufacturers' Association now endorses a forty-eight-hour week for children under 16 in manufacturing, mining, transportation or commercial occupations. In this connection the National Child Labor Committee calls attention to three points which it considers vital: first, all children regardless of the nature of their occupation, should be included (it is possible that the Manufacturers' Association specified only fields coming within their own scope); second, a six-day week should be specified in order to give one day's rest in seven, and to limit the working day to 8 hours; third, mining, of course, should not be included as this is recognized as a field in which no child under 16 years should ever be employed. All of the important mining states already have legislation to this effect, with the possible exception of Michigan which operates iron ore and copper mines—employing 44 children under 16 according to the 1920 census.

(2) The National Child Labor Committee believes that children under 16 should not work in any capacity before 6 A.M. or after 7 P.M. The Manufacturers' Association (for the occupations mentioned above) places the morning hour at 7 and the evening hour at 9. The committee agrees that the former is desirable, but considers the prohibition of work in the evening hours more important. Nine o'clock is too late for children under 16 years.

F. With regard to the employment of children in hazardous occupations, the National Child Labor Committee advocates that certain occupations known to be dangerous for children under 16 should be specified in the law, and that in order to keep pace with changing industrial conditions some state authority should have the power to extend this list. Further it advocates that children between 16 and 18 years should have similar protection from employment dangerous for children of that age. The Manufacturers' Association agrees that the law should be strengthened for children under 16 years, but does not touch upon the point of empowering a state body to extend the list.

What is the significance of this statement by the manufacturers? It is without question an important forward step, and should be welcomed by all those engaged in this work on a nation-wide scale. Its practical value can be judged by the following facts:

Only 6 states (Illinois, Iowa, New York, Ohio, Oregon, Wisconsin) now meet completely the first five standards advocated by the Manufacturers' Association; 6 states do not require employment certificates for children 14 to 16 years; 17 states do not require a physical examination of children applying for work permits; 19 states do not require the completion of the sixth grade; 21 states have no continuation school law; 13 states permit more than a forty-eight-hour week for children between 14 and 16 years in manufacturing and 17 in mercantile establishments; 32 states permit work before 7 A.M.; 5 permit work after 9 P.M. in manufacturing, and 15 permit it in mercantile establishments.

With regard to employment in dangerous occupations, the lack of definite knowledge as to what does and does not constitute dangerous work makes a numerical statement difficult, but the following facts are suggestive: 28 states permit children under 16 to work around explosives, 22 states permit them to run elevators, 35 permit them to work on scaffolding, 17 permit them to oil and clean machinery in motion.

THE statement of the Manufacturers' Association can be of incalculable value in raising the standards in these backward states. "The proof of the pudding is in the eating," however, and the real interest of the Manufacturers' Association in child labor will be measured by the extent to which it lends its support in securing such legislation. Moreover, their statement is in no sense a program of ideals and in three important respects (educational requirement, daily hours and night work) it falls short of even the *minimum* standards of the National Child Labor Committee. Many will question what its effect will be in those states which already have or wish to enact standards higher than those of the Manufacturers' Association. Does the association regard its program as embodying the *maximum* standards for child protection beyond which opposition will be forthcoming, or the *minimum* which the welfare of children demand? The former would constitute the greatest challenge to child labor efforts since the days of child exploitation in coal mines and cotton mills. We assume, however, that the latter is the case. We assume that the statement is a bona fide effort to correct the current belief that the Manufacturers' Association is opposed to child labor legislation.

The important fact is that, in spite of certain points of difference, the Manufacturers' Association has expressed agreement with most of the points for which social workers have been striving in this field for many years.

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Charting the Tides of Humanity

WHEN the World Population Conference met in Switzerland on August 31 it focussed for the first time the attention of many nations on the basic raw material of civilization—its supply of human lives. Two years ago the International Birth Control Congress in New York City demonstrated that it was possible to discuss the facts and principles which underly the growth of peoples with scientific detachment apart from a propagandist zeal for family limitation and from the blind tabus which religious, military, industrial or sentimental interests had laid over such subjects. The Geneva meetings, which brought together some 300 delegates and observers from thirty countries, representing the widely diverse fields of scientific study which must deal directly or indirectly with problems of population, carried the discussion a step further and set up the beginning of a permanent organization to study human tides as scientifically and objectively as the ocean currents or the ebb and flow of currency and trade have long been studied.

As Dr. Gertrude F. Sturges, delegate of the Committee on Maternal Health, pointed out in a report of the congress which forms the basis of this abstract, the artist who drew the cartoon for the menu card of the gala banquet possessed a sly sense of humor. Here the notables are pictured as drinking to the health of "the baby," but it must have been the infantile organization for the scientific study of population problems, since in three days of solid discussion, nary a baby was mentioned. The program, which like the daily abstracts of proceedings was printed in both French and English, instead dealt with such collective and learned subjects as the biology of population growth, the optimum population, population and food supply, the differential birth-rate, fertility and sterility in relation to population, international migration and its control, biological institutes for the study of race, and heredity, disease and pauperism.

IF a prevailing impression can be gathered from the mass of sober data submitted in these papers, it is that apparently the world is not going to the dogs, even to the Pekingese. (As one American scientist put it, extra-officially, "If a well-to-do woman prefers a pug-dog to a baby, it is just as well for society that her type of humanity be *not* reproduced!") Professor Raymond Pearl of Johns Hopkins pointed out that the growth of all populations, animal and human, follows a regular and characteristic course, increasing at first slowly, accelerating gradually until it reaches a maximum rapidity, then increasing more slowly until finally there is no perceptible growth at all. Yet though there is always this general curve, at any given moment, even in experimental studies of animals when the food supply is ideal, there may be violent zig-zags to one side or the other of the curve, produced by shifts in the birth- or death-rates. J. B. S. Haldane of Cambridge University, England, commenting on the address, added that as the birth-rate is the main variable quantity in civilized countries, these fluctuations in population would be avoidable "if a coherent and stable policy with regard to birth-rates were reached," and suggested as a eugenic program, "equalization of the economic position of different classes; a uniform full and compulsory educational system, and equal opportunities for family limitation in all classes."

In considering the "optimum" population, Professor Henry Pratt Fairchild of New York University pointed out that there were four main factors of all social organization:

The land, that is, all the natural resources; the stage of the arts, that is, the sum of all the devices and expedients which make these resources available for human beings; the population, considered quantitatively; and the standard of living, dependent on the first three and defined as the "average level of comfort enjoyed by a given society at a given time."

"THE main basis of the confusion that infests the question of population," said Professor Fairchild, "is the erroneous conception of population as an end in itself. There is only one factor that has an ultimate human value. That is the standard of living." Under-population, that is, a population too small to make full use of natural resources with all the arts then developed, probably has existed only rarely in the history of the world. Before the optimum population for any area can be determined, the social sciences must evolve some way of measuring not only the numerical population, at present our only exact gauge, but the productivity of the land, the stage of the arts, and finally, the standard of living. "We must be able to know with preciseness whether the standard of one country is higher or lower than that of another, and whether the standard of a given country is rising or falling, and at what rate."

Professor E. M. East of Harvard, talking on Food and Population, declared that a just peace between the two basic instincts of mankind, food and reproduction, would not make itself. The biologist today can find no flaw in Darwin's argument that civilization enhances fecundity. Any effort to increase the supply of food is useless, unless it is supplemented by measures to restrict population. "We merely raise more wheat to feed more men to raise more wheat." A satisfactory adjustment of the two embattled urges can be made only if man assumes a social direction of his own evolution. That ideal is an artificially standardized optimum of population, large enough for efficient production and distribution of the comforts of life, and small enough for social, ethical and esthetic advance.

IN the sessions which centered on the different birth-rates of different social classes, there was universal testimony, except for Sweden, that the lowest rates were found in the so-called upper classes, the highest at the other end of the economic scale. Recent studies at the University of Stockholm showed results differing from the reports of Germany, Italy and Holland in that the working classes were found to have a fertility in marriage 25 per cent lower than the upper classes. Though the decline has been greatest among the well-to-do and in the cities, a similar downward trend among all groups and members of all religious faiths in Germany was reported by (*Continued on page* 107)

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The Common Welfare

"LET THE STATES DO IT!"

THE forty-two legislatures of 1927 have come and gone. They have demonstrated anew the failure of the "let-the-states-do-it" policy. They have exercised once more their sovereign right to ignore the needs of children who must earn their own living. A few legislatures have added to the crazy-quilt of unlike patches. Where five industrial states had prescribed extra compensation for children killed or injured while illegally employed, eight do so now. But of these eight, no two statutes are alike. Wisconsin is alone in prescribing triple compensation, and one double compensation law has been four years unenforced. Only Illinois, Maryland, and Michigan moved this year from the group which excludes to that which prescribes an extra award. At the opening of the session there were 18 excluding states; there are still 15.

Of extraordinary interest is the present plight of Indiana's double compensation clause. This excellent device, one of the best for keeping children safe in industry (or safe *from* industry) has been four years successfully nullified. It has never been repealed, superseded or passed upon directly as to its constitutionality by the State Supreme Court, Indiana's court of last resort. Instead, in May, 1923, the State Industrial Board, by a question certified to the State Appellate Court, elicited the opinion that this clause was unconstitutional. This obstructive opinion was not given in an appealed case or in a controversy before the Industrial Board or the court. Later the Supreme Court, ultimate tribunal as to all constitutional questions in the state, held that it was purely advisory, and not an adjudication. Nevertheless, the lower court has twice since acted upon its own opinion as authoritative. It has defied the admonition of the highest court. Strangely, the latest Indiana statutes (Burns' Annotated, Revision of 1926) omits all reference to the double compensation clause. Was this on the authority of the Appellate Court's answer to the Industrial Board in May, 1923? And of that court's own two subsequent actions? So complete is obstructive cooperation by the board, the Appellate Court and Burns' Annotated Statutes that, in the board's current official copies of the labor law sent to interested enquirers, the double compensation clause is printed and crossed out. Meanwhile, if any wage-earning children have received double compensation the fact does not appear. The policy of concealment is effective. Indiana keeps no separate records of industrial injuries suffered by minors. Yet in these four years, in Indiana as elsewhere, mass production has increasingly endangered children with speeding and new poisons.

Illinois defeated a bill to raise the school-leaving requirement from the sixth to the eighth grade and to raise thereby the age of a large number of children entering industry. Massachusetts continues to let boys and girls leave school at the sixth grade and the fourteenth birthday to work at machines in factories.

The cheerful spot of the year is Maine, which raised the educational qualification for minors 14 to 16 years old going to work, from the sixth to the eighth grade. Maine has, in the last decade, decreased the number of children at this age employed in manufacture from aproximately 1,100 to less than 100 at present.

The Georgia legislature had before it no bill affecting child labor. The child-helping organizations agreed in advance to back only their cooperative program, five measures, all non-industrial, until it should be adopted. Children in Georgia of 14 to 16 years may legally work 60 hours a week but not between 7 P. M. and 6 A. M. Beginning on the sixteenth birthday, these girls and boys may work all night—a charming birthday gift! Unhappily the legislature enacted only one of the five philanthropic measures. Nothing therefore, can be done for wage-earning children until the next session. Will double compensation for children injured while illegally employed have a chance then?

The North Carolina child labor law of 1927, as interpreted by the state attorney-general, resembles a Chinese puzzle and appears to be unenforceable. Children under 16 are forbidden to work in mines and quarries. This is the last trace of the federal child labor laws. North Carolina appears to penalize children who finish the fourth grade between the fourteenth and sixteenth birthdays, by legalizing their working 60 hours a week. It appears to place the premium of the short working day upon failure to complete the fourth school grade. Noteworthy are the following items:

A child under 14 may not be employed in any mill, factory, cannery, work-shop or manufacturing establishment. . . .

But may a *boy under* 14 work in all these other places?

A *girl under* 14 may not work in any laundry, bakery, mercantile establishment, office, hotel, restaurant, barber shop, bootblack stand, public stable, garage, place of amusement, brick yard, lumber yard, or any messenger or delivery service, public works, or any street trades *except* in cases and under regulations prescribed by the Child Welfare Commission. . . .

And *may* the commission permit girls under 14 to work in them?

A minor over 16 years of age may be employed 60 hours per week. . . .

Is this by night also? And for girls as well as boys?

By completing the *fourth grade* at the age of 14, the minor is *placed in the position of one who has attained the age of 16 so far as hours of labor are concerned.* . . .

Women have never shown more admirable persistence, than this year in North Carolina. But this interpretation can be overthrown only by a decision of the highest state court, or by a new law two years hence, or by another attorney-general.

North Carolina is still one of the five states which have no workmen's compensation law. The others are Arkansas, Florida, Mississippi and South Carolina.

Alabama's quadrennial legislature has adjourned with

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nothing done this year for wage-earning children. Proposals for double compensation, and for separate records of children killed or injured were defeated. This means an interval of four years' delay before anything can be done.

"Let the states do it!"

ATHENS TO MADISON

TO understand the civilization of which they are a part through study of civilizations that have passed and thereby search out a new road to a liberal education, is the hope of the hundred and twenty young men who have voluntarily enrolled in the new experimental college at the University of Wisconsin. In their freshman year this group is to become acquainted with Greek civilization at its best in order that they may have something with which to compare, contrast and so understand the world in which they live (see The Survey, June 1, page 268). For the first three weeks they are to begin their real initiation into that civilization as follows: first, they are to read the speech of Pericles at the end of the first year of the Peloponnesian War, in which he told the Athenians something of the secret of their own civilization as he understood it. Second, they are to try to become acquainted with the most picturesque and representative figure of the Periclean age, Socrates, a man, said Alexander Meiklejohn, the school's director, "who so completely expressed and represented the culture and civilization of his times that when that civilization became aware of him there was but one thing they could do with him, namely, put him to death." And third, they are to read a number of the representative plays of the age, both comedy and tragedy. Thereafter, with the stimulus and help of their advisers they will go deep and far into a great civilization which, for us today is past all praise or blame, waiting only to be understood. President Glenn Frank, addressing the students at their first assembly, pointed out that the program means a study of situations rather than subjects. "At times," he said, "this will seem easy for you, for you will not be harassed by details. At other times you will find it hard, for the teachers . . . are not going to do your thinking for you." "We turn you free," Professor Meiklejohn added, "and we will see what you will do. I'd like to moralize on the possibilities of freedom, but I will not: the results rest with you—and the future!" And it is because the new experiment offers on a crowded university campus a chance for American college students to show what they can do, given freedom of thought and effort, that it seems to many the most interesting and the most significant undertaking of the new school year.

THE LURKING TOOTHBRUSH

AS inconspicuously and as faithfully as the postman on his daily rounds, the two hundred and more nurses of the Visiting Nurse Service go in and out of New York homes where there is need of their skill. In addition to the regular conferences held in eighteen centers for mothers, well babies and young children, they make upwards of half a million visits a year, thus forging through their twin aims of ministration and education one of the city's strongest defenses against the spread of disease. Education especially has been a firm objective since the service was started by Lillian D. Wald at the Henry Street Settlement in 1893 as a venture in social pioneering, now accepted and emulated throughout this land and countries abroad; and education of the widest public as well as their own clientele is the object of the annual "week" which the service is inaugurating toward the end of this month. For even our brightly sanitary civilization still has its dark spots. A few days ago one of the Henry Street nurses asked the mother of her young patient for his toothbrush. The mother eagerly responded to the request and climbing to the top of a cupboard began a vigorous search. "I've always said, that it pays to keep things," she panted breathlessly as she finally brought it out in triumph. "You just never know when you are going to need them."

GALLANT MILESTONES

IN Pittsburgh as in New York visiting nurse service began with the vision and the devotion of a nurse who lived among the people so desperately in need of her help. On October 2 the Irene Kaufman Settlement threw open its doors and invited the city in to celebrate the twenty-five years' work of Anna Heldman, R.N. When the Spanish-American War started, Miss Heldman volunteered her services by telegraph, and twelve hours later was on her way south for duty in Florida, Georgia and Cuba. Private duty seemed narrow on her return, and not long thereafter, in 1902, she entered the then almost unknown field of visiting nursing with the Columbian Council School, later the Columbian Settlement. Vague reports of visiting nurses came from Chicago and New York, but in those days of the infancy of the profession, each pioneer had to carve her own path, loyally seconded by the little groups of citizens who saw here a new road toward a nebulous goal of public welfare.

For this quarter century Miss Heldman has lived in this house by the side of the road, now the Irene Kaufman Settlement, sharing and aiding all the gallant adventures which passed by its doors. She helped to obtain the passage of the nurse registration law in Pennsylvania in 1904; she worked out of hours as a volunteer in the demonstration which established medical inspection in the public schools; she aided in putting together the records which showed the need of what now is the Children's Welfare Division of the city department of health. During the Pittsburgh Survey in 1907-8, she took part in the housing investigation, and was associate to Frank E. Wing in one of the most distinctive features of the survey: a study of the household cost of typhoid fever in certain parts of what was then the greatest typhoid laboratory in the country, a compilation still cited in scientific books on epidemiology and one of the first American studies of the economic cost of sickness. Through her efforts the Mothers' Club at the Columbian Settlement became the Malbish Arumin Society, with 850 members at the present time. As the personnel of the settlement changed, hers was the face that all the neighborhood knew, and hers the memory that held all the neighborhood, and she took on the office she still holds as director of the Personal Service Department, with first aid for the troubles and sympathy with the joy of all who come.

This month of anniversaries sees in New York the celebration of the work of two women who like Miss Heldman have shared in the social exploration of their times. It is fifteen years since Alma I. Guy, herself partially without sight, started at the New York Association for the Blind to teach five small children to run and play as their seeing neighbors played. First she introduced them to the thrill of nice winding bannisters without which no childhood is

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complete; then in one country summer she taught them to climb fences, to walk stone walls, and shinny up trees. From her work has grown the Women's Recreation Department upon which more than two hundred young blind girls now depend for their fun in life, while one of the original five is teaching the class of tiny blind children who are instructed in the free and fearless use of their bodies almost as soon as they can walk.

On October 29 a testimonial dinner is to be given by the New York League of Girls Clubs for Virginia Potter, chairman of its Committee on Ways and Means. It takes fifteen years to bound the work of Miss Guy, and twenty-five to include that of Miss Heldman, but nearly a half century is rounded out in the story of Miss Potter's for the education of girls and their vacations, their housing, and their clubs. She brought about the building of the first hotel for girls in New York City, and established the first vacation house in this country. The list of organizations to be represented around her banquet table will be a rollcall of chapters in a history of community progress.

THE FAMILY GROWS UP

UNIQUE among these many anniversaries is the Conference on Family Life, celebrating the fiftieth birthday of the family welfare movement in this country, which is closing in Buffalo as this issue of The Survey goes into the mails. The hopes and fears and facts which that conference brought to bear upon the basic institution of humanity will be brought out in the Survey Graphic for December, a special issue on the art of family life. In the meantime, the very event of the conference is a significant comment on the movement whose origin it signalizes. It was planned and executed not to show the undoubtedly helpful work of one profession for its clients, but to bring before the widest possible audience the patterns and processes of living in families which run through all social groups. The family welfare movement in this country has itself given an outstanding example of parenthood. At one time and another during the past half century it has conceived and fostered a whole brood of infant undertakings which now have assumed the independence of maturity—labor legislation, workmen's compensation, mothers' pensions, efforts to promote better housing, the planning of community life to promote happier and healthier living, many of the activities now included in the science of public health, or such applications of medical science as psychiatric social work. Its own distinctive child, the casework method, has been adopted by educators, penologists, and other specialized practitioners of the social sciences. Yet though it has given without stint toward the founding of these other professions, family welfare remains as rich and vital an entity as ever. For as it has given, it also has taken in turn the material of our newer understanding of human motives and actions, weaving them into its own experience. Hence the conference just concluded recorded far more than the fifty years of professional history which have elapsed since the Charity Organization Society opened its doors in Buffalo—it brought together the experience of eager explorers, old and young, in the life which is common to all of us.

TEACHING PEACE

FOUR thousand delegates representing organized teachers and school administrators of the world—the United States, Europe, South America, Africa and the Far East—recently held their biennial conference in Toronto. The outstanding feature of the program, as it has been reported in the daily papers and discussed in the educational press, was the emphasis on world peace. The great gathering stressed the part educators must play in securing peace not only by combatting organized militarism but in actively furthering international understanding and good will. T. T. Roberts of the National Union of Teachers of England and Wales, with a membership of 120,000, pointed out that cutting down armies and navies alone will not result in peace. "There must be a change in the outlook of the peoples," he declared, and urged that school histories cease to be written from the propaganda viewpoint and that the children be reminded that all nations have contributed to world progress. In the conference resolutions this attitude was expressed in the section on history teaching, which recommends that "the World Federation of Educational Associations prepare a statement of the ideals which should obtain in history and in history teaching. Such statement should emphasize the necessity for an impartial treatment of international intercourse. A frank admission of shortcomings should accompany the claim of services rendered to the cause of human welfare in each country. In proceeding from national to world history, emphasis should be laid upon the progress from conflict to conciliation."

A World Committee on Peace through Education was authorized, the business of which will be to enlist the active cooperation of educational associations of more than thirty countries in a far-flung campaign for better understanding among nations. The work of this committee will include study of existing textbooks from the point of view of international good-will, the influence of athletic competitions on international good-will, the effects of military training in secondary schools, and the existing international machinery for pacific settlement of disputes. In the broad instructions under which this committee is to function, the educators set forth ideas which, if widely accepted by the teachers of the many countries represented in the conference and on the committee would mean that girls and boys everywhere grow up with a truer concept of their part as world citizens:

"We find that education for peace is influenced by a few dominant ideas. On the one hand it seeks to remove from the minds of the growing generation racial prejudices, misunderstanding and ignorance regarding other races and peoples, and on the other hand, it seeks to cultivate an international good-will, to develop sympathetic and intelligent interest in foreign affairs, foreign culture and civilization, and to create a desire and sentiment for peace and for the creation of friendly relations with other nations."

THE COAL TRUCE

A TRUCE has been declared in the bituminous fields of Illinois ending the strike which has kept mines and miners idle for more than six months. Under the temporary agreement, 72,000 miners have agreed to resume work until February 7 under the Jacksonville wage scale. A joint commission of two representatives of the miners' union and two representatives of the operators has been set up, to study the Illinois mine situation and report to a joint scale committee, meeting in Chicago on February 7. Its findings are to be used as a basis for a new agreement, effective next April.

Under the Jacksonville agreement, a wage scale of $7.50 a day was established. At the unsuccessful Miami confer-

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ence last spring and after the walk-out that followed the failure of negotiations there, the operators insisted that they could not pay the Jacksonville rate and compete with the non-union mines of Kentucky, West Virginia and other unorganized fields, where the scale is $4.50 (see The Survey, March 15, 1927, p. 773). The truce does not affect the situation in Ohio, Iowa, Missouri, Oklahoma and western Pennsylvania, but John L. Lewis, president of the United Mine Workers of America, feels that it will have "a moral effect" in these other strike areas. In Ohio, where there has been bitterness and some violence on both sides, miners and operators announce that the Illinois agreement does not change their attitude. In Pennsylvania, a recent injunction means, if the operators make use of it, wholesale evictions and hence, inevitably, riot and resort to armed force.

The Illinois settlement may be the first of a series of state agreements which will patch up the present situation and, for the time being, reopen the mines. But such a program, whatever its immediate expediency, is no solution of the bituminous problem. Until that chaotic industry is studied as a whole, with some regard to market and to modern methods of production and management, there can be no lasting peace in the soft coal fields.

UNCONSCIOUS BLOOMERS

WHEN the first national recreation congress met in Chicago twenty years ago, kindergartners with wasp-like waists and skirts that swept the dusty ground were led in folk dances before the delegates, while it is officially recorded that a hundred gymnasium girls appeared in "bloomers without self-consciousness." Luther H. Gulick, then president of the Playground Association of America, spoke on play and democracy, Jane Addams on public recreation and social morality, Lawrence Veiller on the social value of playgrounds in crowded districts, Myron Scudder on organized play in the country. The program of the anniversary meetings just concluded at Memphis reads not dissimilarly: community recreation as an important plank in a program of social justice, the church and recreation, play in the rural home, while the newest notes were apparent in addresses on motion pictures and adult education, play areas in real estate developments, and the rise of the Slow Clubs. There was a national miniature aircraft tournament under the chairmanship of Orville Wright and Colonel Lindbergh; the Letter Carriers' Band played, the Memphis Jubilee Singers sang spirituals, Henry Ford's Fiddlers fiddled for old-time dances, and as more serious recreation there were daily classes for the delegates in handicrafts, games, educational dramatics and community music. In place of the 41 cities which boasted organized playgrounds in 1907, there were 790 to report organized recreation. But somehow, in the midst of all this richness of modernity, we miss those unconscious bloomers.

THE "Y" GOES AFTER FACTS

A YEAR AGO, when the Cincinnati Y.W.C.A. was planning a new building, it decided to re-examine its policies and program from the viewpoint of its special service to the community. In the course of this healthy self-study, the Y.W.C.A. found that there was no available data from which to construct a picture of the actual "conditions of life and work of wage-earning girls in Cincinnati." The Y.W.C.A. therefore enlisted the cooperation of other interested agencies in a survey which would supply a factual basis for plans and activities. The material was gathered and tabulated by the Trounstine Foundation during the winter and spring of 1926. A complete report with a summary of findings has just been published jointly by the foundation and the Cincinnati Y.W.C.A.

Anonymous questionnaires covering room and board, wages and employment, recreation and education were filled out by 500 girls taken as a "sample group" from Cincinnati stores, offices and factories. The inquiry revealed a number of circumstances at variance with the usual picture of conditions among women wage-earners. For instance, it disclosed that the difference in wages between the girls living at home and girls "living out" averages less than a dollar a week. It also found that 82 per cent of the sample group living at home contribute regularly to the family expense, and 47 per cent of the group contribute $10 or more a week. Forty-four per cent of the whole non-institution group had completed the eighth grade or less, 17 per cent had finished high school, 8 per cent had had some college training and 4 per cent had finished college. In the factory group, 70 per cent had gone no further than the eighth grade, 4 per cent had finished high school, none had gone to college. In the office group, on the other hand, only 19 per cent had stopped with a grammar school education or less, 32 per cent had finished high school, 26 per cent had had some college and 14 per cent held a college degree.

It was found that only 16 per cent of the general group were attending night school, as against 22 per cent of the girls living in institutions. Six per cent of the factory group, 17 per cent of the store group and 32 per cent of the office group had joined evening classes.

The report points out the opportunity for usefulness revealed to Cincinnati social service groups by the facts in regard to housing, recreation and education. Aside from its immediate local value, the study is rich in suggestion to other communities. It makes clear the need for exact knowledge of conditions as a preliminary to intelligent planning and work, and it outlines a useful method of assembling, analyzing and tabulating such data.

EXTRA! FOR THE SOCIOLOGISTS

THE new Journal of Educational Sociology makes its appearance this month, with the hopeful sub-title, A Magazine of Theory and Practice. Though it is published in New York, its editorial board, headed by E. George Payne now of New York University, is representative of what sociologists have come to call "the Chicago point of view." The emphasis of this first number is upon research and experiment, with two departments offering opportunity for readers' discussion and a department of News from the Field. Sociologists ought to welcome this new journal. Doubtless in this field there is plenty of pertinent material available, but all sociology is in the flux and particularly educational sociology. This is not to be regretted because life itself is very much in the flux. Very naturally there are a number of brands of sociology which have a pertinent bearing on education. Between these there is not always the best feeling, indeed there is always friction between the sciences, perhaps a sign of health. A very unstimulating state of affairs would undoubtedly settle over us if friction ceased. But since there are these many schools of sociology and since they are all working in the field of social research, most of which has some educational implications, it seems that this new journal has made a timely appearance.

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HEALTH

Massachusetts' Cancer Hospital

By LUCILE EAVES

MASSACHUSETTS has entered upon a new and difficult type of service to the sick and unfortunate in the recently opened Pondville state hospital for the cure of cancer patients. Three purposes will be served by the new institution. First, expert hospital care will be offered at the moderate charge of $1.50 a day to cancer patients of the self-respecting middle class who do not wish to seek relief and cannot afford to pay the full cost of adequate hospital or private care. Second, local public welfare agencies without suitable means of care for their cancer patients may use this central, state hospital. They will pay a rate of $2.50 a day, about two-fifths of the approximate cost. Third, it is hoped that the staff of cancer experts who will serve the hospital may be able to contribute to the studies of causes and means of prevention of this baffling and menacing disease.

Graduate students in the Simmons College School of Social Work and the Research Department of the Women's Educational and Industrial Union, working under the writer's supervision, have analyzed 962 records of cancer patients cared for in three older hospitals: the Long Island Hospital of the Boston Department of Public Welfare, the Massachusetts State Infirmary at Tewksbury and the privately supported House of the Good Samaritan in Boston which gives terminal care to women. These studies make possible a rough forecast of the types of patients who may seek the services of the new hospital, the forms of cancer from which they will be suffering, and the periods of care which will be required.

MEN may be in the majority among the patients of the hospital, although the needs of the women of the state are greater, as there are 160 women cancer victims to every 100 men. Nearly three out of four (72.5 per cent) of the cancer patients in the two public hospitals have been men. Even the free or moderately priced services which the Good Samaritan Hospital offers to women were sought only for relatively short periods of terminal care. On the other hand, there were two women to every one man among the cancer patients whose families sought assistance from the community health nurses in order to give home care. Women stricken with a mortal disease are reluctant to leave home, and their families often make heavy sacrifices in order to gratify this feeling.

The foreign-born will be largely represented. Families of several generations residence in the United States are less subject to cancer, and often have greater financial and family resources with which to meet such misfortunes. But only one-third of the population of Massachusetts belongs to this native group; the other two-thirds are of foreign birth or parentage, and may still be in process of adjustment to American conditions. Nearly a fourth of this foreign population are of Irish nativity or parentage, and the proportion of Irish in Boston is even greater than that of the entire state. This population group has an excessive cancer death-rate. Thus more than a third of the persons who died of cancer in Boston between 1920 and 1924 had Irish mothers, and this was true of half the Long Island patients, while about one in five of those who died of cancer and one in eight of the Long Island cancer patients had mothers born in the United States. The foreign-born who may be next in frequency will be the Canadians, Russian-Polish and British, in the order named.

THE new hospital will care for few patients who are less than 40 years old, and by far the largest proportion will be over 50. The disease rarely attacks persons in the prime of life; and those in the upper age groups have fewer resources with which to meet such misfortunes. Only 3 per cent of the Long Island cancer patients were less than 40 years old and four out of five were over 50. The most common ages were between 60 and 65. The women who sought care at the House of the Good Samaritan were somewhat younger, as over 10 per cent were less than 40 years old and the most common ages were between 50 and 55. If women learn to come to the Pondville Hospital for early surgical treatment, there will be a higher proportion of younger women, as 70 per cent of the women seeking terminal care for cancer of the breast and 60 per cent of those affected in other parts of the body, reported one or more surgical operations at earlier periods in the course of the disease.

While a high proportion of the patients supported by public welfare agencies will come from groups who had but little earning power, there also will be some who have had financial reverses, exhausted their savings by meeting previous family or personal misfortunes, or have been deprived in old age of customary family support. Thus four out of five of the women patients at Long Island had been engaged in domestic or personal service, and only one-third of the women cared for at the House of the Good Samaritan had living husbands. Single women who have engaged in poorly-paid occupations, or widows who have survived husbands of limited earning power, constitute about two-thirds of all the persons who reach old age without resources. Over one-third of the men cared for in the Long Island Hospital had been unskilled laborers, but many of the remaining two-thirds had engaged in skilled occupations. Nearly a third of the Long Island patients claimed that they had no relatives, and only about one in six had living children.

The turnover of patients at the Pondville Hospital will be rapid, as the forms of cancer which occur most frequently are not of long duration. Though the victims of some forms

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of cancer sometimes linger for years, the hospital records for all forms showed that over a fourth received care for less than a month, more than half for less than three months, and only 10 per cent for periods longer than a year.

Twelve cancer clinics which have been established in important population centers, will assist state officials in the difficult task of distributing the opportunities for care offered by the hospital so that the greatest possible benefits can be derived from its 90 beds. The large opening registration indicates that further developments will be necessary in order to satisfy the public demands which have forced this radical departure from older American precedents of public health activities.

Give 'em Hell!

By FRANCIS SAGE BRADLEY, M. D.

"WELL, this is the third case of typhoid we've had in two weeks, and if you want to do the county a good turn, go across the street and give that barber hell. His child is in the second week of fever and more will be coming down with it if that man doesn't stay home and take care of his family, or get in old Mrs. Simpson as I told him to do," blustered the part-time health officer of a county in the far West.

"I'll tell you now, if this thing keeps up, my private practice won't be worth a picayune. What with the drought and everything, our farmers haven't made a decent crop in three years. They can't pay doctors' bills, yet with my big territory and no help, I'm in no position to handle a county-wide charity epidemic," running through some loose memoranda left on his desk while he had been swallowing a bite of dinner.

"Yes," he said, "here's a call from Slate River District. That's where the first case was. Everybody knows that water isn't fit for a dog to drink, yet because it runs through an Indian Reservation the state won't touch it. And the agency, knowing the state is responsible for public waterways, keeps hands off. Besides, that bunch is not equipped to analyze and purify water. So the poor devils may take it or leave it. I don't envy the government doctor when he finds typhoid off in his tepees. At least he'll know the red skins didn't pollute the river by bathing," smiling. "It's a dirty deal," he declared.

"The first two cases were out my way where the irrigation project is diverted from the river. These people depend on that ditch for drinking water and I'll say it's a sorry dependence. After the first thaw last spring, my boys fished a horse or what was left of one out of the sluice. Hunting a drink I suppose, floundered in the snow and was drowned; or he may have been sick; or the Lord knows what," in desperation.

"The third case, right here in town, is the child of this barber. The family moved in recently from the next state. Probably they brought their typhoid with them. But, of course, our county will be credited with it and everything that comes after. The family won't do a thing I tell them. You can't beat sense into a dumb-bell," he added dejectedly.

"But haven't you a public health nurse to relieve you of all these details?" inquired the caller. "Surely this county can afford to give its only doctor that much assistance."

"Don't want one," he exclaimed testily. "We had one of the smarties for a few months, but I told her mighty quick where she could get off, making me scrub up every time I turned around as if these were hospital days. She even refused to take a confinement case for me one night. And she coolly informed me that she was doing school work and couldn't take a case of diphtheria—banker Shutt's child, too."

"Was she employed as a public health or a bedside nurse?" queried the visitor. "Of course, a remote county like this ought to have both, but it's quite a contract for one woman to coach your people in preventive measures. Naturally you could not spare her for individual relief work. The public is sometimes slow to realize that a public health nurse saves her district both money and suffering. Perhaps you would have had no second case, with a nurse to teach the family the proper care of the first."

"Well, that's all right. I caught her off one day joy riding in the county car, but she couldn't pull the wool over my eyes," sputtered the disgruntled one.

"And it wasn't her afternoon off?" asked the stranger. "Usually they're a pretty conscientious lot, almost as bad as you doctors about working over-time. You'd all be better with a little play thrown in."

"Well," he replied thoughtfully, "I suppose it's true that sometimes we get sore seeing anybody play. I may have been hard on the girl, but this is my twelfth year's grind with no let-up, and it's getting on my nerves. Makes a fellow kind of jumpy as if a rattler were hissing at your horse's hoofs as you ride through the sage brush. When I get tired and discouraged, I'm tempted to chuck the whole business and move out on my good comfortable ranch and raise corn."

"Oh, you'll not desert your people," affirmed the confident one. "But surely you are entitled to help, the only physician in such a district, and miles from the nearest hospital. Only courage and determination could have kept you on the job all these years. But how do you manage all alone, just now, for example?"

"YOU see," glancing around his limited quarters, "I've neither laboratory, nor time to use one, so I have to depend upon the state board of health. This means a lot of lost time and effort, though I will say they try to give me good service. They keep me supplied with containers and I am shipping samples of water now three times a week from different sources of supply. Always 'negative,' they say.

"Then I found that the two county cases, though living far apart, were getting their milk from the same family, so I sent specimens from everybody on the place except the little fellows I've tended through flu, measles and everything they've ever had. 'Negative' again. Fortunately both cases were mild, but you never know where the next may crop out, nor how it will end. I wouldn't have lost Mr.

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Saunders last fall for a million dollars. He was the finest man in the county, and the best friend I ever had," looking out over the billowing plains.

"In town, now, it is different. Here we have a municipal water supply, and maybe I haven't soaked chlorine into that plant! Smell of this," turning on a spigot in the corner of the stuffy office and releasing abundant corroboration of his statement. "Of course," smiling, "all the women are down on me. They say they are breathing, eating, and drinking chlorine these days, but—well, worse things might happen," wearily. Then recovering, and joshing his visitor, "But here, run across the street, get your hair bobbed, and interview my friend the barber."

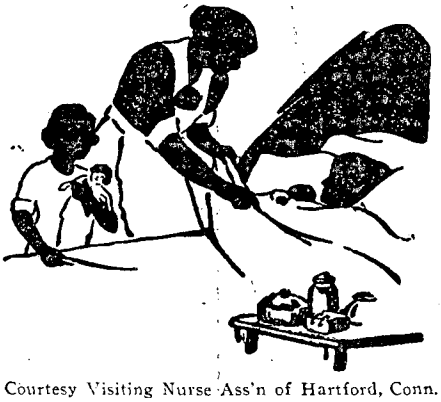
The barber was found hurrying through the Saturday crowd of customers, each restless to get back to the ranch in time to feed his stock and do the evening chores.

"Lady," he explained apologetically, patting with a steaming towel a wrinkled, leathery, beatific countenance, "I don't see how I can leave right now," with a fleeting glance over the waiting crowd. "But I'll sure appreciate it if you will look in upstairs and tell me what to do for my folks. Looks like we are getting into deep water just as I thought we were landing on Easy Street. I'll come up as soon as I can, but—well, you see how 'tis," as impatient papers rattled round the sides of the shop.

In the front room above lay the sick child, thin, listless, fretfully tugging the covers from a younger brother who had fallen asleep across the foot of the bed. On a chair beside her were a box of pills, a bottle of dark liquid, an open carton of crackers, and the leavings of a bottle of milk. To this collection a third child added a partially drained glass. Nearby, a galvanized slop pail yawned for equally universal service.

In a second bed lay a wailing baby and a flushed, haggard-eyed woman suffering from an attack of acute tonsilitis.

"I don't see why I had to get down now, with Emmie sick and William so rushed getting the new business started, and everything," mouthed the mother in pained, wooly speech. "We moved over here from Benton so the children could have better schooling, but they've been out nearly ever since we came. Emmie wasn't what you may say well when we left home, though she didn't take to the bed till last week when she had a hard chill. Anyway, she has never been crazy about school, but Rachel here fair eats it up—when she gets a chance," and stretching from the bed, the nervous woman lowered the stained and ragged shade to cut off the sun.



Courtesy Visiting Nurse Ass'n of Hartford, Conn.

"Of course, being the oldest one, everything falls on Rachel," she continued. "When the baby came we couldn't get help and she had to stay home two weeks. Then when we were packing to move, she lost another week, and now again. I'm afraid she'll never make her grade."

"Aw, mother," protested the child, "Jane brings me the lessons every afternoon so I can study nights. Of course right now I get so sleepy I nearly fall out of my chair," laughing at being such a sleepy head, "but as soon as you and Emmie begin to mend, I'll catch up all right."

"William does the best he can," explained his wife. "We thought the old barber'd be here like he said, but he found another job and had to go. William works hard all day and sleeps like a dead man at night, so we don't like to call him unless we just have to. Since the War he hasn't been like himself, and things got mighty bad with us in Oklahoma. They can't be worse here.

"This seems like a good stand and if he only holds out, we'll soon begin to clear up our debts back home, and make a fresh start. Of course during the day he slips up whenever he can and helps around a little, makes a pot of coffee, fries a skillet of potatoes, or opens a can of beans. He can change the baby as good as I can, and often Emmie will drink a little milk for him when she won't touch it for us. She's crazy about her daddy. He's handy too about lifting her when Rachel is changing a sheet or brushing out crumbs or something. She looks little and puny lying there, but the two girls are about of a height, and she is too heavy for her sister to lift," with a dry, rasping effort to swallow the offending tonsil.

"IS there no neighbor who could help you for a time?" asked the visitor.

"Well, you see we're strangers in these parts. The doctor told us to get old Mrs. Simpson who runs a maternity home out on the pike, but she has a baby case and can't come. Besides, lady, we are just not able to have doctors, nurses, and things like that." Fortunately she was still able to solace the whining, rooting baby in the age-old way, while the little mother-nurse-maid-of-all-work bathed the faces and hands of the entire crew in the basin of water brought up from her father's shop.

"Rachel, has any one shown you how to boil the dishes and pans you use for Emmie, how to bathe her and care for her mouth, her clothing, bedding, and body discharges so the rest of you won't catch her fever?"

"No," replied the child.

Yet the doctor is trying to cover alone a county larger than many an eastern state; he refuses the help of a logical and practical assistant; and his message is "Give 'em hell!"

Now It's New Orleans

By HAVEN EMERSON, M. D.

ONE hardly recovers from a tale of accomplishment, of end results, of progress in methods than along comes the diagnosis of another community calling loudly for active treatment of a chronically defective social condition—this time The Hospitals and Clinics of New Orleans, reporting a study made under the Council of Social Agencies.

Here is a handsome job in self-diagnosis. Objectivity, reliability, and validity in the sense of the educational psy-

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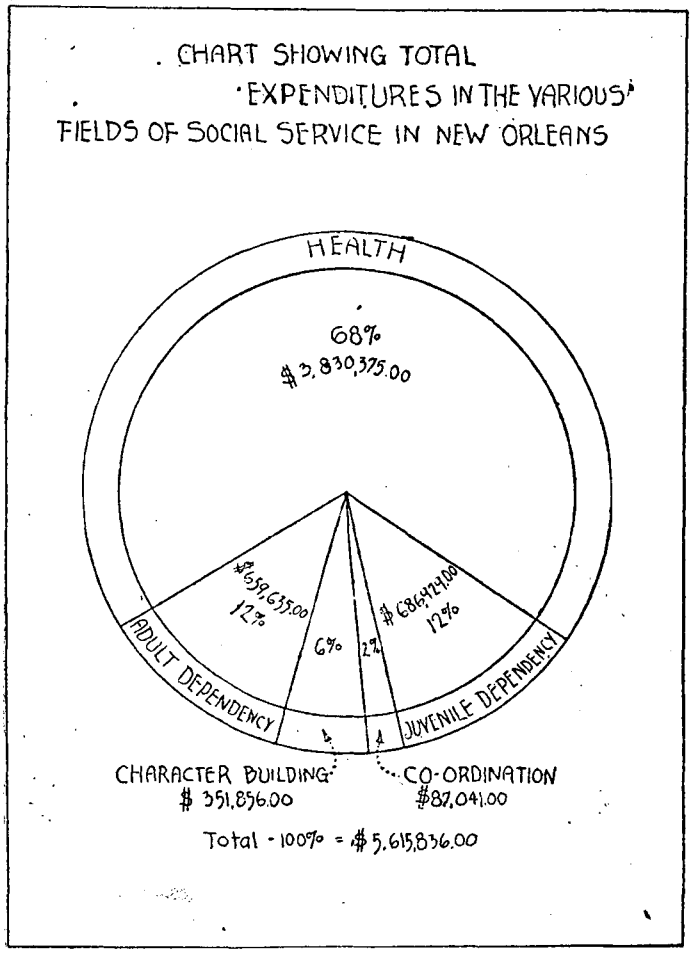
chologists are all provided for. We see expenditure, resources, income, and service as the Council of Social Agencies would wish us to against Raymond Clapp's background of nineteen other cities (see The Survey, March 15, May 15, and November 15, 1926).

The Hospitals and Clinics of New Orleans shows the now familiar social extravagance of investment in sickness which, by the way, is classified as health expenditure. Out of a total expenditure of $5,615,000 in the various fields of social service, $3,830,000 goes to agencies ministering to medical needs; and all but $342,760 of these so-called health costs are for hospital and dispensary care of the sick or not quite well.

Quality is not studied, only quantity for all organizations as a whole, without the hazard of invidious comparisons. A third of all the hospital care is for non-residents, a common



experience in our southern cities, in which Louisville at least equals and Memphis surpasses New Orleans. Like most other city groups the hospitals of New Orleans run at an annual operating deficit of $63,355 in an annual expenditure of $2,211,570 of which 58 per cent is earned and 1 per cent from endowment. A per capita expense of $4.97 for care of the sick falls on the people of the city. The ratio of 6.38 beds per 1,000 of population is exceeded only by Minneapolis and St. Paul, and the reason is fairly obvious: that in New Orleans the large Negro population with its very high invalidity rate raises the need and fills the beds. Still, owing to many factors not wholly creditable to hospital administration, only 63.4 per cent of total possible days of bed-care in hospitals were actually used.

Preeminent in free use of hospital beds, New Orleans gives 71 per cent of all this service without patient pay, followed—but by a wide margin—by Chicago where 59 per cent of patient days are for free patients. Only two of the fifteen hospitals have any organized social service for in- or out-patient departments. With a ratio of one clinic patient each year for each 2.6 of the population, New Orleans spends 67 cents per capita for out-patient care, a cost only exceeded in Rochester. No city so far reporting equals the number of new clinic patients annually receiving attention in New Orleans.

More questions are raised than answered by such a study as this, but some needs are evident, such as change in allocation of beds to provide more hospital care for children and maternity patients. The beds for colored patients are inadequate in quantity and quality of care. Social service is indispensable for intelligent and just use of the hospital. The need of a health and hospital council is made clear and health service should be increased to permit of a relative decrease in hospital requirements.

The report of the study has the great merit of economy of form and brevity of matter.

EDITORIAL IGNORANCE is responsible for the scientific inaccuracy wherein Dr. Grant Thorburn and Alice Campbell Klein were made to refer to the "ex-tuberculous" patient in The Survey of September 15 (page 543). Their original phrase was "ex-sanitorium tuberculous patient." The authors call attention to the fact that the word "tuberculous" is used in the official nomenclature of the National Tuberculosis Association as referring to "lesions or conditions caused by the tubercle bacillus," and that a person may be tuberculous or non-tuberculous, but not ex-tuberculous. At this point it might be just as well to give also the official definition of "tubercular," which by error sometimes is used interchangeably with "tuberculous." Tubercular is properly synonymous with nodular, and indicates a condition in the body in which nodules or tubercles are present, but these tubercles may or may not be caused by the tubercle bacillus, and hence may or may not be associated with the disease tuberculosis.

THAT BENEVOLENT OCTOPUS among health agencies, the New York Tuberculosis and Health Association, has just absorbed another willing organization, the Committee for Health Service Among Jews. Since 1921 the committee has been actively engaged in preventive health work among the Jewish people of New York, specializing in the aid of various groups, such as trade unions, day nurseries, and settlement houses, and emphasizing the importance of periodic health examinations with adequate follow-up. Since its aims and activities are in such close harmony with the policies of the association, it is felt that both agencies will be strengthened and supplemented by the merger. In accordance with the policy of the association, the work will be continued on a non-sectarian basis, while Jacob A. Goldberg, who has been in charge of the committee's activities since their inception, remains as secretary. Earlier steps of the New York Health Association in coordinating health service on a city-wide basis have included unions of one sort and another with the New York Heart Association, the Associated Out-Patient Clinics, and the Allied Dental Clinics.

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Begun in Idealism—Ended in Politics

MOTORISTS on the hot dusty road between El Retiro and Los Angeles one afternoon in mid-August saw one of the strangest sights in California's social history. Escorted by slow-moving police cars whose occupants jeered derisively and tried from time to time to drive them back, more than a score of girls from the El Retiro School were walking the twenty-five miles in to the city to beg that they be returned to the detention home. A few days earlier nine others had limped in, with blistered feet, turning down the offers of pick-up rides in passing cars.

On August 6, on a Saturday afternoon when Alma Holzschuh, the superintendent, was absent officially at the meeting of the Probation Committee, when both judge and referee of the Los Angeles Juvenile Court were on vacation, and all the county offices were closed for the half holiday, a new superintendent and staff, accompanied by three deputy sheriffs, had descended upon the El Retiro School, at which at any one time there were some fifty girls sent by the Court for training and adjustment. One sheriff stood guard over the summer director of physical education, Cathleen Cary, in term-time a member of the staff of the Minneapolis Junior High School, while she packed her trunk, for fear she "might incite a riot." Amy Kern, from the Boston School of Social Work, who was finishing her field training at El Retiro, and a visiting psychologist who holds a prominent position with one of the national organizations, were ordered off the grounds. Admission was refused to parents of the children who came to visit the next day. In a day, El Retiro, known throughout this country and abroad for its educational work with problem girls, had ceased to exist in any recognizable form. The weary march to Los Angeles expressed the indignation of the children themselves when the new staff announced that a fence would be built around the school. They asked to be sent back to the detention home in Los Angeles, though that meant uniforms and segregation instead of the busy outdoor life of work and study at El Retiro. When their request was refused they walked—all except five of the older girls of the self-government council who stayed until Miriam Van Waters, referee of the court, relieved them of their trust.

One of them said: "I do not know if I did right to stay. I thought so. In my initiation I promised to stand by the school, but I am sure I did not promise to stand by walls. I promised to stand by the life that was there. They took our life—what now is left?"

Judge Vicini, acting judge of the Juvenile Court, approved the protest of the girls and on recommendation of the acting referee, Orfa Jean Shontz, placed them in temporary private homes or schools, following court hearings. For weeks El Retiro has stood empty.

El Retiro was founded in 1919 as a school for problem girls, based on principles of self-government, modern education in cooperation with the public schools, and individual plans for treatment. Miriam Van Waters was its superintendent until, in 1920, she became referee of the Juvenile Court. For several years thereafter its fate hung in the balance, until the happy appointment in 1924 of Alma Holzschuh, senior member of the American Association of Social Workers and of long experience as chief of social service at the Minneapolis General Hospital.

The girls did all the work, from milking the cows to making their own clothes. Every girl attended school full time either at the El Retiro junior high school, or by arrangement with the Board of Education, at the San Fernando High School. In addition to the regular academic courses, there was training for those who wished it in commercial work, household arts, dairying and gardening, and other vocational fields. "There is incontrovertible evidence," writes John B. Monlux, the deputy superintendent of the Los Angeles schools, in a letter to the president of the California Congress of Parents and Teachers, Mrs. F. O. McColloch, "that the school has prepared hundreds of girls for self-support and responsible positions in the community."

LEGALLY the school was under the Probation Committee, which consisted of seven unpaid members, appointed, as are the probation officers, by the County Board of Supervisors. The chairman of the committee, Mrs. Elizabeth McMannus, was in Europe. In other California counties, committees of this sort are appointed by the juvenile court judge, and thus removed from liaison with the political system. On the day that this astonishing coup d'état was effected by the committee without the slightest foreknowledge of the staff of the school or those longest and most closely associated with its development, everything was in apple-pie order. Fifty-four girls had recently returned from a camp in the San Bernardino mountains. For more than ten months there had not been a runaway, though the school was housed in little detached cottages without fences, and in the period before Miss Holzschuh took charge there had been as many as ten escapes in a month. In her three years of service the superintendent had been promoted twice, presumably as a recognition of merit. Her staff, dismissed without charges, were college women, trained specialists in social work, appointed under the civil service.

While her successor was being installed, the Probation Committee flatly asked Miss Holzschuh to resign. When she declined to do so they sent a letter of dismissal to take effect at the close of her vacation period, September 1, declaring that she had "challenged the authority" of the Probation Committee, that she was out of harmony with its policies, failed to carry out its policies, and would not advise with its members; that she had permitted "unauthorized persons" to attend conferences at the school, and withheld information from the committee; that her business management, her discipline, and methods of training had been wasteful and in-

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efficient, her direction of the staff without tact and diplomacy, and her attitude toward the committee "disrespectful and insolent on many occasions."

Miss Holzschuh points out in her reply that all matters of policy, budget, staff and organization were taken up and approved by the committee in the monthly reports. The cost of caring for girls at El Retiro has been approximately the same as that of the corresponding state school, though at the latter institution only a half-day school program is provided. At no time have the expenses exceeded the appropriation, and on three separate occasions the committee proposed and passed budgets which exceeded by considerable amounts the sums which Miss Holzschuh recommended as adequate. The fact that no girl had run away for ten months spoke for the "discipline" of the honor system. At the request of the committee, the staff at the school had ceased their former course of permitting professional students of delinquency to attend the case conferences in which the projects for each girl were worked out individually; none of the committee had ever showed interest by attending one of these conferences, though notices were always sent to them. In respect to the vague charges of insubordination, Miss Holzschuh asks for any specific instances in which she failed to comply with any request or order in harmony with her instructions from the Board of Supervisors. "On August 6, 1927, when Mr. Lusby of the Probation Committee asked me to resign, I refused," her reply concluded. "On my refusal he threatened me professionally, saying, 'It will be better for your future professionally if you resign.' When I told him that my future was absolutely secure, he became furious. Thus I deem it that the committee interprets courage and security as insolence."

While El Retiro stands empty, the California Congress of Parents and Teachers, the League of Women Voters, and other public-spirited organizations are forming a committee of inquiry. The Civil Service Commission has refused a public hearing. The Probation Committee, in a published report, declare that they did not intend to abolish El Retiro, but to increase its capacity to 150 or 200 girls. This, Miriam Van Waters pointed out, is quite unnecessary; under the modern policies of the Los Angeles Court, commitments for delinquency are constantly decreasing, and the State School, with a capacity for 180, has at present a population of only 154. Now it is proposed to fill El Retiro by sending out dependent children from the detention home.

"El Retiro as originally constituted is destroyed," Dr. Van Waters writes. "I do not expect that it can ever be reestablished under county government. Some private foundation or agency may perhaps wish to carry out the principles which, as the little court girls said were the 'life of the school.' The whole thing is unprecedented in Juvenile Court annals—a school begun in idealism, and ended by politics after a seven-year successful demonstration, the closing incident of which was an heroic gesture on the part of the children."

Measuring Family Case Work

By RALPH G. HURLIN

SINCE early in 1926, the Department of Statistics of the Russell Sage Foundation has been engaged in an experiment in the collection of family case work statistics, one of the objects of which has been to provide a means for periodic comparison and measurement of certain aspects of family welfare work. The purpose of this article is to describe some tentative norms obtained in this experiment and to indicate their usefulness.

Comparisons may be odious but they are also instructive. So elemental is this means of investigation that we invariably attempt to gauge one situation by comparing it with another. It should be noticed, however, that to be very useful comparisons should be grounded against well-established norms or standards. Preferably, a group of objects or situations should be studied and the individual instance should be compared with the most typical measure or measures of the group. These type measures are conveniently described as norms or standards, but the inference should be steadily avoided that they represent anything more than common or typical experience. Norms are not necessarily goals at which to aim.

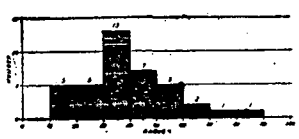

Chart 1

39 organizations distributed by ratio of Relief Cases per 100 Active Major Care Cases

In the present instance, the norms are not yet very well-established. Faults in the underlying data are recognized and the interpretations to be placed upon some of them are uncertain. However, the comparisons which they make possible afford at least a basis for useful examination and explanation of the difference in practices they disclose.

The collection of these data was begun informally. A tentative form was drafted and a group of organizations sought which would cooperate by submitting each month, on a common form and in terms of common definitions, reports of their current operations. Each month these reports have been summarized and both the detailed data and the results of their analysis returned to the reporting organizations. From the outset emphasis has been placed on improving the comparability of the data; points in question have been submitted to discussion, and both form and definitions of terms have been altered as the experiment has proceeded. It has been amply demonstrated that it is easier to obtain acceptance of common terminology than to insure that there is common interpretation of the terms, and this as well as the differences among the organizations in respect to resources, community situations, clientele, and policies, must be borne in mind in considering the results.

Beginning with 29, the group of organizations now numbers 42 and includes many of the leading organizations in family welfare work. It includes large and small organizations, sectarian and non-sectarian, and organizations in cities of different size, though none in places of less than 100,000 population. Most of

Chart 2

39 organizations distributed by ratio of Intake per 100 Active Major Care Cases

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the group are private agencies, but several are public. The contrasts afforded by this variety have been most helpful in interpreting some of the differences discovered.

The data reported show the size of the case load, the number of cases active and the number inactive during the month, those receiving relief and those receiving service only, major service and minor service cases, the amount expended for relief, the size and composition of the staff, and the number of contacts with cases each month. Below are some of the norms obtained from the data reported during 1926. For each organization ratios representing its average monthly experience were first obtained, and medians for the group were then found. Most of the medians here given represent the 39 organizations named in Chart 3, but, as noted, for some of the ratios data were lacking for some among the organizations.

MEDIAN RATIOS FOR 39 FAMILY CASE WORK ORGANIZATIONS
(*All figures apply to an average month*)

Major care cases:	
Active cases per staff member	30
Relief cases per 100 active cases	39
Service-only cases per 100 active cases	61
Intake per 100 active cases	14
Inactive cases per 100 active cases[A]	38
Inactive cases needing attention but not receiving attention per 100 active cases[B]	15
Minor care cases per 100 active major care cases[A]	23
Investigations at request of out-of-town agencies per 100 active major care cases	5
Intake:	
Per cent new cases	60
Per cent reopened cases	40
Amount of relief per relief case	$25.07

[A] *Ratio for 37 organizations*
[B] *Ratio for 30 organizations*

While these measures will be improved as the underlying data are improved, they already possess evidence of some stability. Charts 1 and 2, in which the 39 individual items for two of the ratios are distributed, illustrate that there is sufficient grouping of the individual figures to justify acceptance of an average as representing the group.

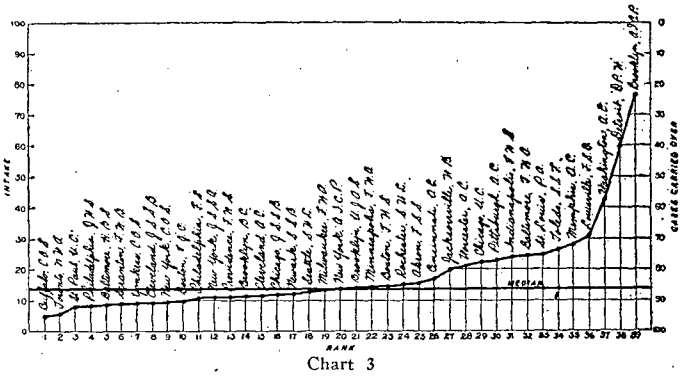

Chart 3
39 organizations ranked according to ratio of Intake per 100 Active Major Care Cases

The usefulness of these tentative data may be suggested by Chart 3. This contains the same data as Chart 2, but here the organizations are ranked and the individual ratios are plotted to give a "rank curve," the heavy ascending line.

This diagram is presumed to show the variation among these organizations in turnover of the case load. At one end of the curve a small proportion of the cases handled is newly opened each month; at the other end a very large proportion is newly opened and a correspondingly small proportion carried over to the next month. The heavy horizontal line marks the norm for the group, and the distance of the points plotted from this line indicates the variation from the typical experience. Whether this typical experience is the best experience is an open question. Comparison with the norm and with the other organizations in the group furnishes an excellent start for any organization in setting out to answer it.

Developing Spiritual Factors

By JUNE PURCELL-GUILD

OFTEN it is questioned whether or not social workers, as a group, give sufficient consideration to "spiritual factors." Analyzing the implied criticism it appears that many ministers and zealous church members are inclined to believe that social workers as a group are irreligious; that social workers sometimes fail to develop the personalities—the "characters"—of clients because inadequate attention is paid to the basic religious beliefs and denominational differences of families; that social workers overlook the large part religious belief plays, or could be made to play, in the formation of habits and social reactions; and that social workers commonly attempt to use the church as a source of material aid but too rarely as an aid in the religious training or spiritual rehabilitation of clients.

Doubtless it is agreed that the primary, possibly the sole task of the social worker, is to bring clients into harmonious relationship with their social background through studying and adjusting their personalities and effecting necessary changes in personal environment and in the community. Job enough for super-men and super-women—the extent to which it is being achieved depends on the personality, education, training, and experience of the social worker and his ability to organize and modify social resources. A consideration of the factors involved in every case, including heredity, early environment, and present physical, mental, and material conditions, has become routine with the trained social worker.

As a means of emphasizing the so-called spiritual factors it was for several years our practice to require all students in training at Toledo to attend lectures on the fundamentals of Catholicism, Judaism, and the various Protestant denominations. So far as is known, this was the first effort ever made in regular social work training classes to explain doctrinal differences to social workers in training or to attempt to increase their religious understanding and toleration. The interest shown in the Toledo classes seemed to prove the social value of the experiment.

The Richmond, Virginia, Council of Social Agencies has recently concluded a free lecture course on religious backgrounds for social workers, following the Toledo plan. Twelve lectures were given in the series. The class met once a week on Wednesday, from 4:30 to 5:30 P. M. One hundred and twenty-five were registered. The enrollment

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was limited to professional social workers. Those enrolled were asked to agree to attend every session of the course so that no one could claim that proselytizing for any denominational group could possibly result from the series. The purposes of the course were to bring about a harmonious understanding and relation between the churches and social agencies, to make clear to social workers the leading doctrinal differences, to give them the attitudes of the various religious groups on social questions, and to explain the social program—if any—of the denominations studied.

The first lecture was given by a leading Protestant minister whose sympathy with social work was well known. He stated the general issue from the standpoint of the church and urged a consideration of spiritual factors by social workers. He emphasized one point especially: Church people have supported social work as part of their religious duty, and if social workers fail to give sympathetic consideration to the attitude of the church on social problems, support may be ultimately withdrawn from non-sectarian charities by church people and turned over to denominational charities.

Then followed four lectures by a priest, the director of Catholic charities, who explained the attitude of the Roman Catholic Church on mixed marriages, divorce, baptism, confirmation, confession, birth control, abortion, sterilization, organization of the Catholic Church, Catholic religious orders, and so on, and the responsibility of the social worker who deals with Catholic families.

Then the rabbi from the Jewish Temple came three succeeding Wednesdays and discussed, among other subjects, Jewish calendation, the observance of the Jewish Sabbath and holidays, unleavened bread, the Jewish dietary laws, separation of dishes and cutlery, Kosher food, the Jewish New Year, Passover and Atonement, marriage customs, birth control, restoration of Palestine, and so on. The four concluding lectures dealt with the history and doctrinal differences of several of the Protestant denominations.

The interest of the social workers who attended was sustained throughout the series. There were questions after each lecture, and subsequent friendly discussion and argumentation. Board members have asked for a similar course.

In an attempt to discover the personal reactions of those who had participated in the course on religious backgrounds, an unsigned questionnaire form was used at the end of the course. The unanimous verdict of those in attendance was that religious tolerance has been greatly promoted among Richmond social workers by the lectures. They all agreed that their broader religious understanding will encourage them in the future to use ministers and church machinery more freely in trying to rehabilitate families. It also seems to be agreed that those who attended the series will now give more consideration generally to the place of religion in human lives and make a greater effort to strengthen the natural basic religious ties and bonds of clients. Probably more encouragement will be given clients in the observance of their various denominational ceremonials and practices.

Whether the spiritual factors will be thus developed, no opinion is hazarded here.

Uniform Areas

FROM the very start social service organizations in this country have had a district system of one sort or another to distribute the case load, to promote understanding of a neighborhood and the efficient utilization of its interest and its resources, to try out on a small scale plans which might subsequently be found useful for city-wide use. In a detailed study submitted for her thesis at the University of Chicago Graduate School of Social Service Administration, Helen I. Clarke, now Director of the Child Placing Department of the Wisconsin State Public School, traces the origin and development of districting in England and the United States, with suggestions for three types of "uniform areas" which might be applied to the city of Chicago to correlate the work of the whole group of social agencies and to make possible at least a rudimentary use of comparative statistics and other data.

In the past the parish, the ward, the police precinct, or the natural geographic divisions of cities, together with equally arbitrary divisions of territory to suit the special administrative problems of the agencies themselves, were used as the basis of the districts of charity organizations and like societies. Since volunteers played a large part in the work, it was not unusual to have districts made purposely to include a sprinkling of the poor and the rich, so that the latter could be interested to work directly with their less fortunate neighbors. As the old neighborhood attachments of American cities have been lost in their rapid growth, and as social work has been working toward a professional status, the "good Samaritan" type of volunteer has declined in effectiveness, and the tendency has been toward a centralized type of agency organization, with a professional staff and little use of localized interest. Where volunteers are used at present, it is often on the basis of group work, rather than individual service, as in United Charities of Chicago, or because of their interest in the various aspects of the agency's work (Miss Clarke cites the Chicago Visiting Nurse Association) rather than in their attachments to special neighborhoods. There is a swing back, however, to the use of district organization to divide a city up into segments small enough to be known and handled: outstanding experiments are to be seen in the East Harlem Health Center, bringing together both social and health agencies in one district in New York City; in the Jewish district service in Boston and Baltimore; in the city-wide district plan of St. Louis (see The Survey, October 15, 1926, page 90).

Miss Clarke studied the overlapping of the present systems in Chicago which made even a map of the existing districts impossibly complicated and suggests three possible bases for uniform areas: the system of eighty areas located by the staff of the Local Community Research Committee; a system of forty areas combining these eighty; or a system of five, following the main physical and geographical divisions of the city. The eighty areas differ from the more arbitrary geographic or political divisions in that they are what Professor E. W. Burgess terms "natural". . ."because they are in general determined by definite geographical or industrial conditions and because they become characterized by a distinctive type of social life" (see The Survey, December 1, 1926, p. 298, for Ernest W. Mowrer's account of these areas in terms of family disorganization). Divisions of a city by such a method as this, determined by careful study of its economic, cultural, and physical conditions, would not only give a common basis for work to all the agencies involved, but would make possible a more careful and specific study within each district of the specific situations to be met there, with a fuller understanding and consequently more effective handling of the environment as well as the client.

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EDUCATION

"Coming Alive"

By ETHEL RICHARDSON

CALIFORNIA'S Adult Education Summer School was an achievement. We said it would be an educational success if fifty came, it would meet the deficit if one hundred came and be an overwhelming assurance that the idea was good if we had a hundred and fifty. We had about three hundred and paid all our bills and $700 over. And I have never seen human beings show such enthusiasm.

I had planned a quiet little retreat where people would study and work together and it was all that and more—what the philosophical revolutionists describe when they talk about the world "after the revolution." It wasn't just study—it was a great human experience. We saw people "coming alive" for the first time. Much of it was due to Dr. Overstreet's genius. He was always in the midst of things, never weary, fresh, exhilarating, ready to help everyone and believing undauntedly in every human being's creative powers.

Who was there? Everybody! There were doctors, lawyers, engineers, insurance salesmen, bond sellers, ministers, laborites, a butcher, teachers, college professors, club women, social workers and others. Many signed up as "And others," fearful they could not get in if they did not have an acceptable vocation.

Of course there was a great preponderance of women, but there were many families: fathers and daughters, mothers and daughters, husbands and wives. I am glad something has been found in America again that people can do in family groups and all work at together.

The day's program was much too full. At eight-thirty we went, as many as wanted to, to the kindergarten where we tried our hand at art. Most of us tried for the first time, and Dr. Overstreet played the rôle of Cizek. There were some labored, ugly things which gave great satisfaction to their creators, but there were some stunning, beautifully alive and genuinely fine things done, too. One old man, watching his daughter who with a few clever strokes caught the campanile on the campus said, "I see the difference between hers and mine. I tried to draw every little detail of what I see; she draws what she feels." Some of our clay has been cast, and we think a bucking broncho done by a real poetess who was one of our students has a claim to be called art. We had a young girl there to give some instruction when it was asked for, but each person was his own master. And how excited they were about it! We drove them away reluctantly to the lecture at ten o'clock.

Our first week's lecturer, talking on social progress from the standpoint of an anthropologist, was Franz Boas. He plunged us into pure science at the outset, making us see that we were to work for what we got. We did, and instantly began to catch the spirit of all science: that nothing is taken for granted, opinions do not count, truth depends on endless, laborious testing and testing and getting the evidence in the case.

In the afternoon, after we had heard the morning's lecture and questioned the lecturer for an hour to be sure we understood what he had said, we discussed under Dr. Overstreet's leadership for two hours. Our discussion was an effort to find out how we could apply the scientific theories of the morning to a social program. The first week kept pretty closely to the questions, How can we eliminate race prejudice? Is any of it justified? What is reasonable and desirable behavior for all of us? Professor Boas did not give us much science to hang our prejudice on, and Southerners and native Californians dealt with questions about the Negro, the Japanese, intermarriage, mixed neighborhoods, property values, with such good humor, such objectivity as amazed me.

The second week we discussed social progress from the standpoint of a labor economist, Professor Gordon Watkins, a brilliant Welshman who has worked in the mines, served on union boards and later as a college professor, then as an adviser to the employing groups. His lectures brought forth

A three weeks Adult Education Summer School was held at Mills College, Oakland, California, in August, another of the pioneer undertakings of the adult education division of the State Department of Public Instruction (see The Survey, November 15, 1925, page 215). There were no credits or examinations. It was "education for the fun of it." The tuition fee was $12 for the three weeks and board and room on the campus could be obtained for $65 for the entire period. The general subject was: Is there social progress in the United States? Harry Overstreet, City College, New York, was the school's director, assisted by Franz Boas, Columbia, Gordon Watkins, University of California, and William Elliott, Harvard. What this experiment meant, in human and in community terms, is described by Ethel Richardson, assistant state superintendent of public instruction, who has from its beginnings shaped and carried through the "California plan" of "education for everybody" as part of the job of a state public school program. Her account of the summer school is taken from an informal letter to the editor of The Survey.

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three extraordinary discussions. In the first, we gradually worked ourselves around to see that distribution of wealth involves not just a few great capitalists but a scaling down of all our incomes. Next, we came to realize that it is essential to change the American idea of success, and build up an aristocracy of achievement rather than one of birth or wealth or power. Finally, we set about determining (because every discussion led to it) how we can build every American institution, the home, the school, the church, clubs and societies, so that men will get the necessary training and form habits which will make them act in the light of the obvious truth that in the long run the individual must identify his own welfare with the welfare of the group: the individual must be a part of his group, not an exploiter of the group for his own benefit. We discussed specific techniques to bring this about, beginning with the young child in the home. And in the next week, when we discussed political and social institutions under the direction of William Elliott of Harvard, no matter where we began —with lobbies or freedom of teaching—we always came back to see that civilization depends upon discovering a way to make man a social being. We saw, too, through much discussion with the classical economist that *laissez-faire* won't work. Even if we cannot know everything about everything, we cannot leave all our lives to be run by experts. The discussion of all sorts of questions, from Boulder Dam to naval disarmament, must be kept up. There must be more and more groups like this one of ours, where we had authoritative presentations but where we were also required to do our own thinking.

Before the afternoon meeting we sometimes had a half hour of discussion in small groups, followed by the discussion assembly with Dr. Overstreet. This gave an opportunity to train group discussion leaders, who met in daily conference.

At four o'clock some went to swimming and folk dancing or tennis (we had instruction in those) and others turned to dramatics. We had a special kind of dramatics—not training people with a bit of a gift to put on shows, but discovering for everybody the way to use his dramatic power for his own release and free expression. In the evening we worked out life situations. Somebody proposed a problem and we acted it out. Sometimes there were a number of groups playing simultaneously, each finding a different solution. We are writing a pamphlet for publication about our school dramatics.

Our evenings were varied. Sometimes we sat around the camp-fire and sang. Sometimes we talked with Chester Rowell about the Orient, or with some of the delegates from the Institute of Pacific Relations. Alexander Meiklejohn came and told us of his new venture at Wisconsin. Dr. Jarderholm showed how children's behavior can be modified. We all went to San Francisco and ate in a Russian restaurant and heard some lovely Russian singers. We did crowd a lot into those three weeks!

In the end we decided we should have to have this sort of thing always. We must have week-end schools and summer schools all over the state, and groups studying in a new way throughout the year. In fact, we must have an adult university, with a college in every community.

It is hard to tell why it was such a great experience, but people with wide opportunity said, "I am so glad I did this instead of going around the world." Another woman told me (and she has had money and travel and endless richness of living), "This is the most important thing that ever happened to me." Many came for one week and stayed three. One girl who had to work in San Francisco all day came out and lived at Mills College, so she could get into the atmosphere of the school and talk with us at dinner. Over fifty lived on the Mills College campus; others commuted and spent a night with us when they could.

Let's not be pessimistic any more, feeling that Americans do not want to know or to work—cannot be objective about themselves. If once we had the determination and the patience to bring it about, the Adult University would soon be a reality in California, and it would carry no credit, grant no degree, have no campus or buildings. It would be a university of brilliant, democratic leaders and groups of people studying, discussing, growing, "coming alive."

"Freedom in Education"

Impressions of the Locarno Conference

By LUCY L. W. WILSON

AT LOCARNO in August, under the auspices of the New Education Fellowship, more than 1,100 delegates from forty-four countries concluded a two weeks discussion based on the theme, The True Meaning of Freedom in Education. This was the Fellowship's fourth international conference. At the first, in Calais in 1921, a group of educational pioneers and psychologists decided to establish an international league for the "new" education, in order to introduce its ideals and methods into the schools of all countries by bureaus, congresses and reviews (see The Survey, December 15, 1926, page 380). They hoped thus to create a bond between the teachers of the world with similar ideas and aims. Their guiding principles were belief in the supremacy of the spirit; respect for the individuality of the child, developing it but liberating the spiritual energy within; the evolution of a curriculum that should give free play to the child's own interests, finding expression naturally in manual, intellectual, esthetic and social activities; putting the emphasis on coeducation and on cooperation, not competition. They believed also that each child should be educated not only to be an effective and useful citizen in a future world order that he must help to create, but that he must also become a human being conscious of his human worth. The second international congress was held in Montreaux with about four hundred in attendance. Two years ago the third, at Heidelberg, numbered six hundred. Who can tell how many may be present at the fifth, in Denmark in 1929, or at the sixth at Versailles in 1931?

The delegates represented many different nations and many different economic levels. This fact was recognized by the management by making a difference in the individual subscription fee which ranged from two guineas to a few francs. Moreover, accommodations were provided at four

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TEMPS PRIMITIFS
ANTIQUITE
MOYEN AGE
TEMPS MODERNES
AU COURS DES SIECLES HISTORIQUES, LE CORPS HUMAIN N'A GUERE SUBI D'EVOLUTION ORGANIQUE INTERNE MAIS EXTERNE, PAR LE CERVEAU- LIVRE ET LA MAIN OUTIL. L'UN A CREE LA CIVILISATION INTELLECTUELLE, L'AUTRE- LA CIVILISATION MATERIELLE.

Drawing by Beatrice O. Baldwin, South Philadelphia High School for Girls

Part of the conference exhibit from the Anthropo-Geographical Museum, Brussels, planned to show "the panorama of the history of mankind."

Legend: Within historic time there has been very little change in the size and the internal organs of man. At the same time, through books the power of the brain, and through tools the power of the hand have gained enormously: one has created intellectual civilization, the other material civilization.

different price levels, from headquarters at the Grand Palace, to less expensive hotels, to *pensions,* to the dormitories of the normal schools. Here a clean bed, a separate basin with running water, and three meals were to be had for a dollar a day. More than two hundred availed themselves of this chance for plain living with high thinking.

About a fifth of the whole number of delegates were Germans. The United States, England, and Switzerland came next in point of numbers, together with rather large delegations from Poland, Scotland, Austria, Latvia, France, Denmark, Sweden, Holland, Hungary, in the order named. There were smaller delegations from Australia, Belgium, Brazil, Bulgaria, Canada, China, Czecho-Slovakia, Esthonia, Finland, Iceland, India, Ireland, Italy, Japan, Jugo-Slavia, Korea, Liberia, Lithuania, Mexico, New Zealand, Norway, Peru, Portugal, Roumania, Russia, South Africa, Spain, Turkey, Wales and the West Indies. The only Italians present represented private schools. Mussolini forbade the attendance of teachers from the state schools alleging some trouble on the border which might mean embarrassment to those who crossed over. This was a great disappointment to many of us who hoped in Locarno to come into personal contact with some of the new Italian educators who have been developing in the spirit of the idealist, Benedetto Croce, working through the able and practical Giovanni Gentile who is at once philosopher, historian and teacher.

Most of the delegates were educators in the narrow sense of the word. There were some laymen whose genuine interest in education as a world force was inspiring. At least two of these were mere mothers, one a former member of The Survey staff who insisted that she was the only mother *per se* in the whole group.

In spite of the fact, sometimes adversely commented on by other nationalities, that the United States was better represented than any other nation—no less than twenty-three speakers—the program was genuinely international.

The general program plan was for evening lectures with morning discussion groups on psychology, progressive methods with children under and over twelve, experimental schools, coeducation and sex education, the new teaching of history for international understanding, new ways in art teaching and a general group. In addition, there were two groups for study of local geology. Before the end of the first week additional groups began to meet as early as eight-thirty in the morning, others after three in the afternoon, and it soon became a continuous performance. The more energetic of us were able thus to get personal contacts with individuals and with schools, school systems even, of practically all the countries represented.

An outline of the psychology group's activities will illustrate the working out of that part of the conference plan. Pierre Bovet (Swiss), president of the conference, was the chairman. Dr. Alfred Adler (Austrian) was its first leader, with Education for Courage as his theme (see The Survey, September1, page 490). He spoke only twice, but he left behind him a group of devoted disciples who protested in season and out against the use of the term "instinct." The right word is "urge," said they. They insisted also that an inferiority complex is the sole cause of all the misdoings of all the various types of problem children.

Pfister of Zürich was the next leader, and conducted a famous discussion on What should we ordinary teachers know about psycho-analysis and what should we do with it? His answer was that every teacher ought to study the principles of psycho-analysis for the sake of orientation. Every teacher ought to see into the unconscious mind of a child if only to help her give the love and sympathy and understanding necessary for mental health. Every teacher needs to realize that punishment and talk are quite useless with nervously restless children, and that perhaps 20 per cent of all school children are nervously restless. These children are living in a fantastic world of tears and fears and are literally "possessed." He added that serious cases should be referred to clinicians as a matter of course, but that after all science can only point the way. "Love alone cannot conquer fear. Love is the last word, the ideal in education."

To someone who urged that only a physician, never a layman, should be allowed to practice psycho-analysis, he replied, "But what do you mean by a layman? There are many physicians ignorant of psychology, ignorant of psycho-analysis. Are they not laymen, too? Why should a boy whose body is sound but who hates his father go to a physician? Sometimes, of course, there is both mental and physical disease. Ought not both the physician and the psycho-analist to work together, in fullest sympathy, for truth's sake?"

IN the discussions, the give and take was most stimulating. It was admitted that Europe has lagged behind the United States in the evolution and in the use of intelligence tests. On the other hand, it was contended that the boys and girls in European middle and secondary schools are much more intelligent and much better trained than those of the same age in the United States. They are more homogeneous, too, and therefore there has not been the same need for intelligence tests. Personally, I had a strong

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feeling that the speakers greatly exaggerated the universality of the use of such tests in our country. It is quite impossible to generalize about education in the United States.

Of the many interesting personalities at Locarno, only a few were known to all of us. One of these was the president, Pierre Bovet, director of the International Bureau of Education. Fortunately for many of us he speaks French, German, English, and Italian with ease. He advocated the study of Esperanto before the next congress. I asked him why he, with his command of so many real languages, advocated the use of this ugly makeshift. He answered, "Perhaps because I am unable to think when constantly I must translate for so many others."

All of us knew and loved the three founders of the league: Dr. Adolphe Ferrière of Geneva, author of *L'Ecole Active,* editor of *Pour l'Ere Nouvelle;* Dr. Elizabeth Rotten of Berlin, well known among the Friends in the United States because of her constructive cooperation with them in relief work; Beatrice Ensor of London, who describes herself as "the bottle washer of the trio." She is certainly the one who makes things go, by reason of her energetic understanding of the problems involved in the big undertakings of this remarkable group of people.

Of the others whom I met, I was most impressed with Geheeb, the picturesque head of the famous Odenwald schools; with Paullsen, one time superintendent of the schools of Berlin; Petersen, professor of pedagogy in the University of Jena who, in his practice school and in his training classes, is doing perhaps the finest work in the world to prepare teachers for their chosen profession; Miss Mackinder, a remarkable leader and an inspired teacher of little children; and Gloeckel, former minister of education in Austria. He gave us a thrilling picture of an utterly weary and hopeless Austria rising like a phoenix from the ashes, encouraged first by the loan from the League of Nations, then by the recognition of other governments, Sweden, Norway, England. But the greatest thing that came to her was from within, the recognition of the fact that to live she must work; that more comfortable homes, greater creative leisure for the mother, better schools for the children—for all the children of all the people—were essentials and within her grasp. Reorganization is going on steadily in spite of fresh disasters. He told of the fine new textbooks, a joy to the children and to the teachers, "the best in the world," said he; of the dozen schools for some 1,300 specially gifted children; of the 3,800 teachers now studying in the new Institute of Psychology, established by the city; of other evidences of enthusiasm and of a scientific attitude on the part of the teachers. Austria's "new plan" which depends on cooperation between the school, the parents and the community, was three years in evolution. When its continuance was threatened with a parliamentary veto, 250,000 people paraded in the Ringstrasse, demanding that it be adopted. Gloeckel is magnetic and forceful. The story lost nothing in the telling. But what a story—people so interested in a school program that they walk the streets to demand its acceptance!

Bakule's children camped out on a hill opposite the Grand Palace hotel. No longer are they lame. Some of his worst cases have gotten into profitable and congenial work. The new ones sing as eagerly, as exquisitely as the crippled children. Their concerts were the high point of the conference music, in spite of splendid renditions of Palestrina, Bach and Wagner each Sunday morning by a choir of Württemberg teachers, in spite of the Songs of the Hebrides by Cedar Paul, in spite of a most interesting concert of folk songs and dances by English, Scotch and Swabian groups. The only thing that touched us more than Bakule's children was our own singing of Auld Lang Syne at the close.

In the last hours of our existence as the Fourth International Conference we were shown an excellent moving picture of the details of the conference nearly two years ago that led to the negotiation of the treaties later signed in London. Again was revived in our hearts the hope that world peace shall be our rich legacy to the coming generation. For this, "patriotism is not enough." The children of all countries must learn to expect and to value cooperation and good will among the nations. When a thousand school leaders of forty lands can work and play together as we had been doing for two weeks at Locarno it is a sign of promise. Much depends on whether we who have relighted our torch here hold it high and pass it on.

A ONE-DAY CONFERENCE on Parent Education to be held at the Hotel Pennsylvania on Wednesday, November 2, under the auspices of the Child Study Association of America, Inc., will consider The Family and the Foundation of Character, The Home's Unconscious Influence on Individual Failure, Success, and Opportunities for Parents in Creative Citizenship.

FROM a stone Arab house, scene of an experiment in the "new" education in ancient Palestine, more than a hundred paintings by Jewish children and a group of fabric designs by them were recently shown at the New Gallery in New York. They were brought to this country by Deborah Kallen, formerly head of the teachers' training department of the Boston Museum of Fine Arts, and now principal of the School of the Parents Educational Association in Jerusalem. The school began six years ago under primitive conditions with almost no resources. It now includes a group of 60 boys and girls, children of teachers and artisans from many countries including Russia, Poland, Holland, England, Germany, Czecho-Slovakia and America. It is "based on the idea that art is immediately related to life; and that no work is well done without reasoning, system and order." Miss Kallen hopes that an endowment will eventually enable the school to care for 200 children.

IN THE YEAR since its organization the Adult Education Department of the Los Angeles Public Library, directed from an Information Desk and a Readers' Adviser's desk in the rotunda of the new library building, has developed several new types of service. Besides personal counsel, general and departmental book lists, a special department for boys and girls of highschool age, both in and out of school, has been organized. "The staff consists of a principal, a principal attendant, two senior attendants and one junior attendant. One member of this staff gives her attention to the reading of boys and girls who have left the children's room and entered the adult department. . . . This assistant also serves as a member of a book committee . . . to compile lists of books for boys and girls of the intermediate group. She visits junior and senior highschools and talks to groups of the students on books and the library. She also conducts a reading club which is made up of representatives from the highschools of the city." The Adult Education Department is also planning to develop a book collection of its own, independent of any other department of the library. The Reading with a Purpose series of the American Library Association is being used as a nucleus of this collection.

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The Transformation of Belmont House

By ARTHUR DUNHAM and ESTHER S. DUNHAM

"WHAT do you advise us to do? We think that the community needs Belmont House, but if we can't persuade people to use it, why keep up an expensive place for club meetings attended by two or three? It is more and more difficult to get support for it, and soon just a few of us will be carrying the whole financial load. Frankly, I am discouraged."

Thus spoke the president of Belmont House to the secretary of the local council of social agencies. And the president and two of her board members looked at him expectantly for an answer to their question.

The secretary already knew part of the story. When he had arrived the preceding spring the headworker of Belmont House was resigning after a long period of ill health, during which the settlement activities had languished for lack of leadership. Before employing a new secretary, the board had called in a leading social worker from the neighboring city to advise them. After a morning of casual visiting and consultation she had recommended that they continue the work on the same basis. But somehow the settlement had not "come back," and now the new headworker, after a winter of discouragement, was leaving.

The secretary remembered a day during his training period as a family case worker when a deserted wife had sat at his desk gazing trustfully at him as though he might produce from one of the desk drawers her errant husband and from another a lucrative position for him. The secretary looked at these expectant women and spoke to them in like manner as he had spoken to the deserted wife.

"I must say frankly that I don't know enough to advise you, now, about what is the best thing for the house. I feel that I should like to have a lot more facts. I haven't a clear picture of the whole situation, and I am not an expert in settlement work. Let me ask this—do you want me to help you get these facts? Will one of you take the time to do some really hard work on this thing in the next three weeks? Dig up the figures that we ought to have about the population in the Belmont district, interview a dozen or fifteen key people in the neighborhood and get their ideas, and perhaps get in touch with one of the national welfare organizations? Would you like to do that do you think?"

"I think that sounds hopeful," answered the president. "And I wish Mrs. Evans could be the one to help on that study. Could you possibly spare the time, Mrs. Evans?"

Mrs. Evans hesitated. Then—"Yes, I'll take the time!" she said. "We must settle this question, and we want to settle it right."

Thus it happened that the secretary and Mrs. Evans embarked upon their "study."

The secretary was vividly conscious of the fact that he was not a specialist in neighborhood work, but he also remembered the days when, as a family case worker, he had "focused resources" on many a health and personality problem in his families without being a physician, a psychiatrist, or any other kind of specialist. And he believed that this same focusing of resources on the problem of Belmont House might be as efficacious as it had been so many times in family case work.

Some modest but enlightening statistical data were gathered in reference to Belmont District. Two-thirds of the population of Belmont lived "north of the tracks," the acknowledged center of problems. This community was made up largely of Irish-Americans, Italians, and colored people. The Irish and Italians were chiefly Roman Catholics, as contrasted with the well-to-do Protestant American families on the hill south of the tracks. A map was prepared showing the location of the members of house activities. Two other city-wide maps showing the locations of the families under the care of the family welfare society and patients served by the visiting nurse association were utilized. All these maps indicated that Belmont House was in the center of a tangled web of health, family, and racial difficulties.

Two weeks were spent in talking over the problems of the district with those who knew them best. A Catholic priest of charming and understanding personality who had never before been asked to advise Belmont House spoke feelingly of the need of certain non-sectarian recreational work among his people. The dynamic, far-visioned playground commissioner called attention to a fine new public school in the neighborhood whose free hours might be utilized as a recreation center in place of the antiquated residence now occupied by the settlement. The chief of

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police told of the increasing amount of juvenile delinquency coming from "north of the tracks." Mrs. Evans and the secretary were fascinated to see the evidence pile up, item by item, map by map, visit by visit.

There came a day when the field representative of a national organization interested in neighborhood recreation came to town and helped them to interpret their evidence.

AND now the program which had been gradually formulating in the minds of the secretary and Mrs. Evans, during their weeks of labor, crystallized. It was a plan solidly based on facts, a plan that would speak for itself when it was presented to the board. It included:

The recognition of the fact that non-secretarian neighborhood work was needed in Belmont, but that the program of Belmont House must be revolutionized to meet the present needs.

The reorganization of the association, changing the name to the Belmont Community Center Association and broadening the representation to include some of the leading men of the community.

The agreement that Belmont House should be sold and that the new community center program should be carried on at the public school, with the cooperation of the school and playground authorities.

The decision to secure a thoroughly qualified and adequately paid social worker to head up the new program.

The appointment of a reorganization committee with full power to carry the revolution into effect.

The board met. Step by step Mrs. Evans and the secretary carried the members with them as they retraced their vivid experiences of the past few weeks. There were tense moments. Many of the board members had a real attachment to the old-fashioned house in which they were meeting, witness of so many stirring events during the past eighteen years.

And yet—here was the story unfolding itself before them, a story which inevitably led them into new and untried paths stretching out invitingly to greater adventures and increased service. After two hours of discussion the final vote came. The new program was unanimously adopted.

Two months later the story of the rebirth of Belmont's community center was made public in the form of the most vivid and effective piece of social publicity which had ever been seen in Belmont. One page of the little booklet said: "Our 1925 expense budget is $1,000 less than for 1924, but the service will be doubled. The new Hunter School is generously lending us its very valuable equipment. We are saved the costly upkeep of our present plant, and we are enabled to serve the community many times better as a School Community Center." The silhouettes of dancing children which sprang out against the vivid yellow background of the cover of the booklet were symbolic of the new spirit, fresh enthusiasm, and broadened support which were sweeping a new community movement to undreamed of success.

THE council secretary turned the pages of the silhouetted pamphlet. "The method is the same," he reflected, "whether one deals with an indigent family or an indigent agency, a child without a vocation or a board without a program, a misfit member of society or an organization that has not been able to find its place in the community." And the underlying secret is the same—working "with" your board or your family rather than handing down plans from a throne. As he analyzed the development of the revolution in Belmont he discovered that he had used essentially the same processes which he had learned as a student of family case work.

They were:

Understanding of the problem:

It was necessary to secure the facts through patient inquiry and investigation, to weigh the evidence, and to make the diagnosis in the light of all the facts. This process of fact-gathering and diagnosis that Mrs. Evans and the council secretary went through as they turned up statistics, interviewed community leaders, and finally formulated their plan to present to the board was the process of understanding.

Focusing resources:

All sorts of resources had to be focused upon the problem, as aids both to diagnosis and treatment. Among these were: statistical facts regarding the neighborhood; the services of a national organization; the advice of many key people in the community; the willingness of the school to cooperate in the working out of a school-center program; and finally, most important of all, the qualities of vision, enthusiasm, leadership, and ability latent in the organization itself.

Interpretation:

There was a gradual unfolding process of interpretation through conversations with individuals, over a period of many weeks, both before and after the formal decision to reorganize the association. There was also the very necessary process of interpretation to the board. The facts alone were powerless to bring about changes until the board saw their meaning and implications and was ready to follow their lead.

Re-education or rehabilitation:

Just as an individual builds up new personal attitudes which result in new actions or behavior patterns, so the Belmont directors developed new attitudes toward the problems of their community. Out of these changed attitudes came the successful new Belmont Community Center. It was a give-and-take process which involved both those who gave financial and volunteer support and those who used the center.

Achieving the spirit and reality of teamwork between client and case worker.

The council secretary could not do case work for the Belmont Association—he could only do case work with them. The qualities necessary to final success were latent in the organization itself; the community case worker could only strive, hand in hand with the directors, to develop a situation in which these latent qualities might be released and translated into an effective service program for the association.

"BY GEORGE!" mused the secretary, "I believe I have a hunch here that will help on this job of community organization. We council and chest people are working with welfare agencies all the time. Some of us deal out starvation rations just as the old-line relief societies did. Some of us help plan programs with only a bare glimpse of superficial symptoms. And some of us are groping for a helpful, scientific way of assisting our agencies with their problems so that they may express themselves really effectively in terms of service to the community. And here is the tool! We have only to build upon the experience of the social case workers and mold their processes to fit our needs. Moreover, we can develop our methods of work democratically, with the help of the agencies which we exist to serve. We shall have to go through a patient process of case analysis, scientific appraisal, honest experimentation. But here it is—*community case work!* A new technique in building for community welfare!"

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Bedroom Towns

By NELS ANDERSON

THE walls of the ancient city enclosed all that really belonged to the urban area. They symbolized a cleavage between two types of human communities, rural and urban. There was no mistaking the limits. Inside was the city, the center and creator of civilization, the trade mart, the refuge for safety, and not infrequently the tyrant of all the region round. Outside was the hinterland that followed and fed the city. Between these inimical segments of society so different in every detail there has maintained an age-old inter-dependency. The country has turned cityward its surplus of goods and its overflow of population; and the city, the consumer of all these, returned its cultural wares and other services to round out and season rural existence.

The country is still rural, the city is still urban and the age-old inter-dependency has not passed, though the city is no longer the compact service unit piling up in tight circles around the market cross. The modern city knows no bounds, facing outward and sprawling in all directions. The lines between country and city have been wiped out by neutral zones that are neither rural nor urban. It is a conglomeration of lesser communities highly specialized and diverse but constituting in their entirety an organized metropolitan unity. Its unity is one of related functions and scattered but equally related parts, of areas that reach at will across the political bounds into the adjacent territory. This is the day of the suburb.

Paralleling the growth of the suburb has gone a revamping of urban life. The home has been invaded from so many angles that it has all but lost its traditional identity. The city home has been so stripped and depleted and backed to the wall that in sections like Manhattan it bids fair to lose out entirely. Family life, too, seems to be going by the board. Soaring of land values and pyramiding of rents pinch the city dweller into ever narrowing quarters where for the advantage of location he sacrifices one after another of the comforts of home. The press for space takes away the front yard and then the back yard. It takes away pets and plants and penalizes him for having children, so he gives up the nursery. The parlor and sitting room are narrowed and combined. He is forced to exchange the four-poster for an in-a-door bed. The kitchen becomes a kitchenette and the dining room a dinette, while the pantry has all but vanished. The home declines as family headquarters, as a place for eating, sleeping and passing leisure. It becomes a mere address, a place where members of the family leave things they do not care to carry around with them. Unless he submits to the clipping process he must submit to what is more uncompromising, the increasing cost of retaining these ancient comforts. They become luxuries if retained, so ultimately in despair he turns to that residential eden, the suburb, as an avenue of escape.

The only substitute for escape to the suburb is escape to the street to be caught up in the mechanical treadmill of urban life. Here survival is achieved by gearing in, by getting the pace, by dodging, turning, standing as the noises dictate. In this mechanical discipline the individual is swept along with the traffic through the canyons he built. If he resists he is crushed and if he submits he pays at the cost of his individuality and the theft of his private life. Turning to the suburb is in no sense an escape. He remains urbane as ever, timing and routinizing his life to the pace of the tread mill. He meets his trains with the same clocklike precision he once met the street cars. It is only the press of in-town homelessness that he escapes.

There are two goals of residential perfection open to the city dweller. He can aspire to an apartment with seven baths on a choice street or he can retire to the suburbs. Either is a cosmopolitan existence but the suburbanite's choice leads to a divided loyalty. He is in the country but not of it. Perish the thought that he should be mistaken for a farmer. Similarly, he is in the city but not of it. In the language of the scientist who classifies specimens, the suburbanite is a border-line case. As a citizen he occupies a unique position. He resides in the country but rules the city. Around New York he lives on Long Island, in New Jersey or Connecticut but his interests center in Manhattan. Out where he lives, and votes for governor, senator or president, he is rarely more than a spectator in local affairs. If he hears that objectionable people are settling near, or that an apartment house is being contemplated on the next block, or that a factory site has been purchased in the neighborhood, he may attend an indignation meeting. He has no vote in town but he belongs to social and civic clubs by which he keeps in touch with things going on. He is a man of affairs in the city and a force to be reckoned with.

For his exodus to the hinterland the suburbanite is rewarded with back yard, with front yard, outbuildings and perhaps a lawn and garden. If he is favored, he has trees and shrubs. In a sense the fence about his lot and the sidewalk in front are his. After a fashion he has neighbors, and sometimes he stops to chin with the man next door about a prize pup, or the weather, or the rotten commutation service. But he is little concerned about his neighbor's business. He never noses about to learn who is who on his block. This, according to his urban mind, is the way to be a good neighbor.

THE suburb is more than an escape from discomfort. It is an invitation to exclusiveness. It is this largely at the instance and inspiration of that angel of suburban booms, the real estate man. His efforts in the name of social service and suburban purity are not the crimes they seem on the surface. He is only speeding the inevitable because this is a normal movement. He facilitates the specialized occupancy of residential suburbs. There is a home-owning suburban project for almost every type of city dweller, transporting homeseekers from specific groups in town to specific areas outside. And each of these communities in its own way and for its own kind aspires to exclusiveness.

The suburban migration is nothing short of pioneering. It is breaking with the drifting complacency of paying rent to own a bit of ground. Most of us are over the notion that land hunger is an instinct but we still believe in the sense of security that comes with owning a corner somewhere. Here is something stable to tie to. The individual is less of a mechanized atom in the flux of urban change.

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The outward migration of this suburban zone has kept pace with changes in the methods of transportation. The commuter who speaks of "coming in this morning" once lived an hour out by carriage, then an hour by trolley and now by the aid of the steam road he has doubled or trebled the distance between the office and his home. The rule seems to be that the shorter the commuter's work day and the larger his income the more remote his suburban home from the din of city life.

Residential suburbs are the bedroom towns of the city. There are other types: warehouse centers, factory centers, pleasure centers. The city must be fed, and specialized units spring up at the border. Less than an hour from New York are to be found fishing villages, truck-garden communities, poultry and dairy towns. The city goes to the country for pleasure as well. Broadway is at the point of tensity and congestion but Coney Island is outside and Asbury Park still farther. For the pleasure-loving hotel dwellers there is Atlantic City. Woodstock is an artists' suburb. In New Jersey we find a number of communities to which the intellectual and temperamental flock to be with their kind. The city is sometimes forced to the suburbs for its illicit joy. When a reform wave hit Chicago and harassed the gambling houses and cabarets there was a general exodus to the border, notably to Cicero, which became notorious. Clothing manufacture, requiring little space and much labor, congests near the heart of the city but the textile mills, requiring much space, locate in the suburbs. At the heart of the city we find the hospitals, but sanitaria and health resorts like Saratoga Springs retire to the quiet of the periphery.

The suburb, though it numbers its population in a hundred thousand, is not a city, having no unity of its own, though it may be a significant element in a larger metropolitan unity. There is no point to its aspiring to be a complete community. If it has chain stores but no Macy's, movies but no Broadway, and no metropolitan dailies, it is in no sense a city. If most of its people live part or most of their lives outside, it would be futile to aspire to complete urban autonomy. The suburb no more than the individual can resist the mechanizing discipline of the metropolis. Yet where is the suburb that does not resist the thought of being handmaiden; that does not buck the inevitable to become a going concern in its own name? Witness Bronx or Jersey City or Evanston out of Chicago or Oakland, California.

Social Planning Machinery

TO find out how social planning machinery works, what it accomplishes and where it is headed is the aim of a joint study recently undertaken by seventeen cities.

The Cleveland Chapter of the American Association of Social Workers started it by a resolution directed to the Community Fund, the Jewish Welfare Federation and the Welfare Federation of Cleveland, urging that a searching inquiry be made into the problems of "social engineering and administration" in Cleveland. In adopting this proposal the two federations appointed a joint committee with the cooperation of the Community Fund. This committee decided to approach the subject through a discussion of present machinery for group discussion and joint planning, and, in addition to a study of Cleveland experience, to see what could be learned from other cities.

The purpose is to attempt to find what problems present themselves to groups active in the organization of social forces on a community-wide basis; how such problems have been attacked through the agency of such groups; and what is the simplest plan of organization, operation, and correlation of such groups that will bring to bear on each problem the significant facts, the pertinent experience and the best ideas available in the social agencies concerned with the problem and then to plan and carry out a practical program.

The great problem seems to be that a multiplicity of agencies and committees working sometimes at cross purposes is trying to coordinate social work. In Cleveland, for instance, there are 115 different committees, subcommittees, conferences, councils, bureaus and federations all engaged in one form or another of inter-social-agency cooperation or planning. Over a thousand different people are serving in these groups, some in as many as 20 different ones. The number of "committee member hours" spent in meetings is appalling to contemplate.

How to simplify this machinery and at the same time lose none of its values in developing mutual understanding and joint planning is the far from easy task of the study. Cities whose representatives indicated their intention to cooperate in the study are: Boston, Buffalo, Chicago, Cleveland, Dallas, Detroit, Indianapolis, Kansas City, Mo., Louisville, Milwaukee, Minneapolis, Philadelphia, Pittsburgh, Rochester, St. Louis, San Antonio, San Francisco.

AMONG the problems of "merchandising" which confront the human ant-hill none is more elusive than the distribution of ideas and art and information to those who want them. How are people who are working all day to find out when and where exhibitions and meetings are being held, much less to trek from one end to another of a great city to attend them? When only a meagre fraction of village and country dwellers can make a pilgrimage to a metropolis to see the new plays, how take drama to the people whose local opera houses have been all but obliterated by the easily-shipped films? During the past few months several plans have been suggested to meet such needs as these. A New York department store, R. H. Macy and Company, proposes to organize art exhibitions under its own accessible roof and to send them on tour through stores in other cities, especially those which are not well supplied with art galleries. A recently organized National Community Foundation, declaring that it will "reverse the traditional method of education and begin with what people want to know, rather than what others think they should be taught," is working on a program to carry popular education and culture, including "road shows" of high-class dramatic productions, to town and country communities, commencing with the 633 communities in fourteen states now served by the Swarthmore Chautauqua Association. Two attempts have been started to crack the hard shells of resident New Yorkers. An Inter-Group Bureau of Social Education, directed by John W. Herring, is endeavoring to organize a forum program such as has been sucessfully established through community councils in Cleveland, St. Louis, Detroit and Chicago. An Arts Council has been organized, reinforcing the earlier work of such institutions as the American Federation of Arts, which for years has made the most recent reproductions of the Metropolitan and other art museums available through circulating exhibits and low-priced prints. Separate groups of the Council on new art, design and drama will correlate the activities of existing organizations in the metropolitan district, to "take the arts to the people." A central information bureau has been opened under Florence N. Levy at 25 West 43th Street.

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INDUSTRY

Brookwood's Summer Institutes, 1927

By HELEN G. NORTON

FOR the third successive summer, Brookwood Labor College at Katonah, N. Y., has cooperated with organized labor in a series of educational conferences for trade union groups. In 1925 there was a Railroad Institute, followed by a General Labor Institute. In 1926, a Textile Institute, a Giant Power Institute sponsored by the Brotherhood of Electrical Workers, and a second Railroad Institute.

Three institutes were held this summer—a Textile Institute (July 18-23), Women's Auxiliary Institute (July 25-30), and a General Labor Institute (August 1-13), the first week of which was devoted to problems of building trades unions and the second to the railroad and metal trades.

Classes were held morning and evening, varied by lectures by economists and labor leaders, and the afternoons were left free for recreation. Class study, conducted by Arthur W. Calhoun, director of studies at Brookwood, was based on sets of prepared questions, and the discussion was later summarized and mimeographed for permanent record.

Attention at the General Labor Institute centered around the organization of unorganized workers, particularly in the steel and automobile industries; modification of craft unionism to cope with present industrial methods; company unionism; unemployment; workers' education; and legislative and political activities of labor.

If the unorganized workers are to be brought into the ranks of trade unionism—and this, in the minds of the institute members, is imperative—then a thorough educational campaign is necessary in two fields as a preliminary. The workers themselves must be convinced of the desirability of unionism and prepared for their share in the group responsibility. On the other hand, the present membership of the trade unions must be aroused from the apathetic attitude of the past to the necessity of having all workers organized, whether or not their own particular unions receive an increased per capita tax therefrom.

Craft unionism, which served so admirably in the days when a machinist was a real journeyman, and not merely a turner of nuts or a presser of levers, will have to be modified, the institute decided, to allow the organization of all workers in an industry or a plant into the same union with provisions for craft differentiation.

New methods of organizing are necessary to meet the new situation—methods which take account of the psychology of modern workers (not forgetting women), and the value of mass appeals and publicity. Trade unions may well take a page from the company unions in providing for the social and recreational life of the family as well as for wages and working conditions of the union member.

The conference felt that the injunction, by which judges assume law-making functions, must be fought on all fronts—by legislative pressure to curtail its abuses, by direct resistance to particular injunctions, or by using the injunction as a weapon in the hands of labor.

Organized labor can avail itself of opportunities for legislative and political influence, the institute members decided. Commenting on this aspect of the situation, Mr. Calhoun said: "It is becoming more and more impossible to solve the problems of any industry by themselves, and more and more necessary to have a program of general labor solidarity reaching out even into the field of political program for the control of the whole industrial system by the workers."

Trade unions represented at the General Labor Institute included the electrical workers, lithographers, machinists, federal employes, teachers, railway clerks, and engineers.

The Textile Institute was of significance chiefly as an effort of a group of workers to study seriously and objectively their industry from the standpoint of management. The fifty-two members of the United Textile Workers who came to Brookwood for the week were representatives of all branches of the industry, including sheeting, woolens, cottons, hosiery, silks, thread, and loom fixing. Besides the entire executive council of the union there were eight organizers and thirty-five rank-and-file members, representing nineteen industrial centers from states as widely separated as Maine and Wisconsin.

Workers under the present highly mechanized and complex industrial system cannot hope to get anywhere merely by making arbitrary demands and fighting blindly for them, the group agreed. They must have a knowledge of their industry and of general economic conditions in order to meet the employer on his own ground. With this in mind, the members of the Textile Institute spent two sessions a day studying such problems as over-development, capitalization, accounting methods, labor's responsibility in problems of management, and the tariff question.

Over-development, the most serious weakness of the industry, has resulted in large measure from uncontrolled competition, and the workers agreed that some sort of unification of control was desirable to prevent wasteful duplication, to determine the yardage needed of different materials, to distribute production, and to eliminate obsolete machinery and methods. While such unification might result disastrously for the workers, on the other hand it might mean a better opportunity for them if they saw to it that union organization kept pace with organization of the industry, and secured the right of the workers to function in management.

EXPERT accountants might well be employed by labor unions, it was agreed, to check up on accounting practices of employers and make sure that before the workers' share of the income was curtailed on the plea of paying dividends, actual profits had not been hocus-pocused into stock

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dividends or otherwise disguised, diverted or doctored.

Guarantees for the workers such as sickness- and unemployment-insurance are counterparts of the employers' reserve funds, the institute pointed out, and as such constitute a legitimate charge against the industry and should be fought for.

Weaknesses in present-day management which were pointed out included absentee ownership, paternalism, short-sighted dividend policies, inefficiency of traditional methods of management and machinery, high labor turnover, and speeding up processes which wear the workers out too soon.

Upon the idea of a high protective tariff the textile workers looked askance, pointing out that "infant industries" should by this time have reached years of discretion. They had no fancy, however, for free trade which would mean lowering the American standard of living to the level of the under-paid workers in certain other countries.

The ideal tariff, they decided after much discussion, would be one low enough to eliminate inefficient manufacturers in this country and at the same time high enough to penalize countries whose low labor costs involve exploitation of their workers.

The thirty women who attended the Women's Auxiliary Institute were wives of machinists in railway shops, automobile factories and shipyards, and of lithographers, carpenters, and postal clerks. Auxiliaries in Cleveland, Chicago, Newport News and Beverly (Virginia), Montreal, Ontario and New Brunswick, New York, New Jersey, Washington, and Detroit sent delegates. The institute was sponsored jointly by the Machinists' Auxiliary and Brookwood.

Women's place in the labor movement was discussed from two viewpoints—the relation and responsibility of the wife of the trade unionist, and the position of the working woman.

The whining wife who resents her husband's interest in labor affairs and is reluctant to make family sacrifices for the sake of the movement, and the domineering man who snubs his wife when she tries to take an intelligent interest in labor questions, and belittles feminine assistance were both severely scored.

Company unionism, women in industry, the purchasing power of wages, state and national labor legislation, local labor conditions, and the public school system were some of the subjects suggested for local study groups. Local federations of auxiliaries were proposed, and the women were urged to present the labor viewpoint in their church and club organizations.

Municipal and cooperative housing schemes both in this country and abroad were studied for possible solutions of the housing problem for the working class family. The increasing use of electricity in the home and the consequent concern of housewives in the elimination of exorbitant rates were discussed. The case of one woman present who paid 3½ cents per kilowatt hour in Ontario and cooked and washed and ironed by electricity furnished convincing argument for government control of power sources for electric generation.

Four million of the eight and a half million women working in industry today are eligible for membership in trade unions already organized and affiliated with the American Federation of Labor, according to Mary Anderson, head of the Women's Bureau of the United States Department of Labor, who spoke at the institute:

> The organization of women workers is just a part of the greater problem of organizing the unorganized. The unorganized are largely the unskilled, and most women workers are on unskilled or semi-skilled jobs. . . . True, women *are* hard to organize—at any rate they require a different technique of organization—but part of the blame must be borne by the men of the labor movement who at heart have been reluctant to have them organized, at least into their own unions. Until this vast group of working women do find a place in the ranks of organized labor, however, they will continue to work long hours for low wages and to drag the whole scale of payment down.

Such gatherings of trade unionists for study and discussion of industrial questions are in a very real sense "workers' education." The interest of those who attend the institutes, their thoughtfulness in discussion, their high resolve to "learn more and do more," give hope that American labor is increasingly ready to prepare itself, consciously and directly, to play its part in solving the problems of modern industry.

A New School in the Old South

By LOIS MACDONALD

THE Southern Summer School for Women Workers in Industry, which ended its first session September 2, is the first undertaking of its kind in the South. The school is sponsored by an independent committee of Southerners who are interested in workers' education. The committee secured part of the equipment of Sweet Briar College, Virginia, for the session, but the administration and the policies of the school rest with the committee itself, no member of which has any connection with the college.

The financial support came from two main sources. The committee secured a subsidy from the American Fund for Public Service on condition that a like amount be raised in the southern communities from which the students came. A scholarship of $125 was provided for each student. An analysis of the sources of the money which was raised locally shows that in places where it had any strength at all organized labor supported the project generously.

The school hopes to accomplish two general aims. It wants to give the individual student resources for a greater enjoyment of life. It goes further, however, and recognizes that means of enjoying personal life are directly affected by the kind of economic advantage or disadvantage which industrial workers as a group are able to secure for themselves. So in addition to a purely cultural emphasis, the school encourages students to forge for themselves, by means of study and discussion of their common problems, actual tools by which, after they "recognize their part and responsibility as industrial workers", they may be able to meet these problems intelligently and fearlessly. The work of the school fell in three main divisions: economics, English and physical education.

There were twenty-five students enrolled in this first session. To be admitted all of them had to be "working

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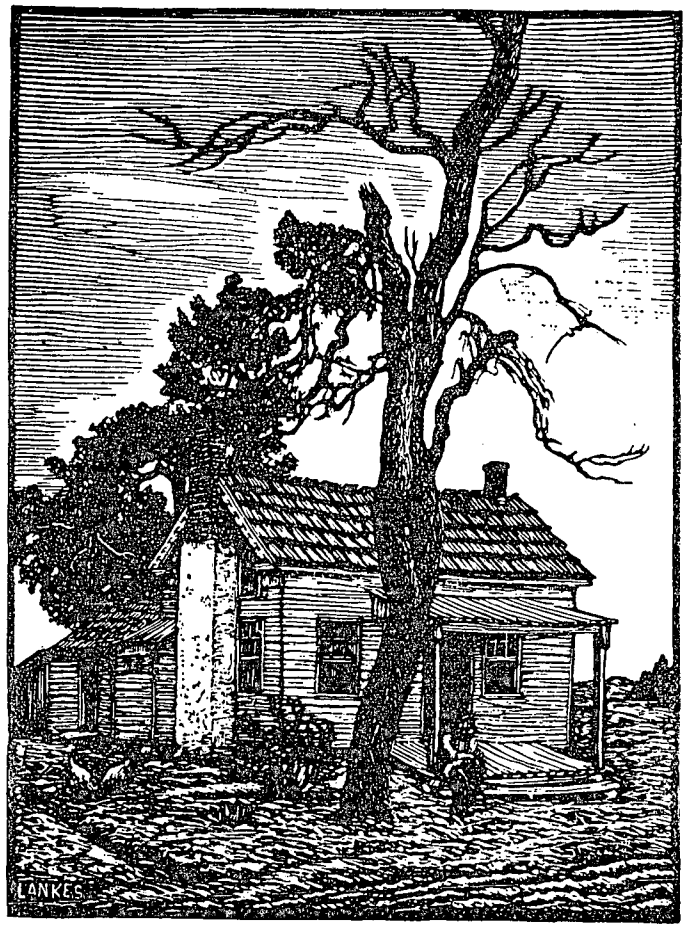
with the tools of their trade." They came from Virginia, North Carolina, South Carolina, Georgia, Tennessee—the rapidly growing manufacturing states of the South. The one exception was a student from Missouri. The majority were garment workers, textile workers or tobacco workers—the industries typical of these states.

Only seven girls were members of trade unions, one of the bindery workers' union, the others of the United Garment Workers. Their previous schooling ranged from the fourth grade to the third year in high school. Three of them started to work when they were thirteen years old, eight at fourteen and the others from fifteen to twenty. All had at least two years of industrial experience.

It goes without saying that the students were a self-directing body. They decided all matters relating to the conduct of the school. They operated their own cooperative store. A committee of them spent much time outlining various ways in which they might "carry on" when they returned to their work in a city or in a cotton mill village. A group interested in dramatics produced for the rest of the school one of the Carolina Folk Plays, a tragedy of a tenant farmer's family. Another group, girls from cotton mill villages, wrote a sketch dealing with life in the villages.



Woodcut by J. J. Lankes

In Old Virginia

On the surface this school is simply another experiment in trying to prepare workers to deal intelligently with their problems. In the light of the conditions surrounding workers in the South, however, it does have peculiar significance. The South is undergoing a very rapid transformation, from agricultural interest to manufacturing. The workers are very close to the land. The fathers of twenty-three of the twenty-five students have been farmers at some time. This means that they are not very conscious of any division of interest with their employers. They are beginning, however, to resent their low industrial standards—their long hours, their low wages, their lack of status. The students considered their problems as workers in the midst of an industrial revolution against the background of a general study of the history of industry. They began to prepare for changes which would come to the workers as the South continues to evolve her manufacturing interests. If the experience of the school is to mean anything it will be seen in the manner in which the students are able to transmit something of their new vision to their groups at home. The school is an indication of a stirring and an awakening, and that is its real significance.

Cooperative Credit

By MILDRED JOHN

IN the Metropolitan (Boston) District of the New England Telephone and Telegraph Company, the work of two thrift agencies has been combined, and the peculiar value resulting from this "dovetailing" must be of interest to those who employ large groups and do not favor paternalism too strongly.

A credit union started in 1917 by seven employes has been so successful that it now has a membership of over 6,000 of the 10,000 people employed by the company in Boston. Its original capital was $3.75; today it is nearly a million (see The Survey, Feb. 15, 1925, p. 567). A credit union has been defined as a cooperative society, organized within a specific group, for the purpose of promoting thrift and creating credit resources at a legitimate rate of interest. It serves as a bank where small sums may be saved and borrowed to meet emergency needs. Extraordinary expenses such as medical bills, coal, and taxes are important purposes for which people with small incomes are obliged to borrow.

But a credit union cannot loan large sums or tie up its money permanently; it does not afford a way whereby members can purchase homes easily, or even save enough to buy them, since by law the amount that can be accumulated is limited. A year and a half ago, because of the demand on the part of credit union members and at the suggestion of the company, a cooperative bank (commonly known as a building and loan association) was instituted to help the employes obtain homes. The two agencies are housed in the same offices; they serve the same general group of people; and nine-tenths of the shareholders in the cooperative bank are members of the credit union. The first eighteen months' business has demonstrated that these agencies supplement rather than compete with each other.

Charles F. Donahoe, president of both the credit union

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and the cooperative bank, has outlined some of the advantages of combining these two agencies in the service of a large group of employes: "In the first place, the busy season for the cooperative bank comes when there are comparatively few demands for loans from credit union members. Thus, in February, 1926, the credit union did the largest business of the year, while in the cooperative bank there were no demands for real estate loans." In December and January the cooperative bank did 23 per cent of its business for the year, while the credit union did only 7 per cent; likewise in the months of August, September, and October, 1926, the cooperative bank approved 6 per cent of its year's loans, while the credit union did 19 per cent of the year's business. In the fall months people want money for taxes, coal and winter clothing, which they can secure from the credit union; in the spring they are able and willing to begin to assume the financial responsibility of buying a home and go to the cooperative bank for help. When demands on the bank are unusually heavy, the credit union can take first mortgages until such time as the cooperative bank has funds to assume them. This has two advantages, the borrowers do not have to wait for their money which might mean losing the house they want, and the credit union is drawing better interest on its surplus than can be secured at the bank. Cooperation between the two results in a continuous supply of ready money.

Men are enabled to capitalize their character for the purchase of homes. For instance, a man recently bought a home worth $8,000. The cooperative bank took a $5,000 first mortgage, and the credit union assumed a $2,000 second mortgage for which the charge was 7 per cent instead of 12 per cent interest and 12 per cent commission commonly demanded by "second mortgage loan sharks." This man decreases his principal and interest by stipulated weekly payments to both agencies, and will in the course of time own his home clear of indebtedness. Sometimes, however, a man is unable to pay interest and decrease his principal on both mortgages at the same time, and so is advised to have a savings bank take the first mortgage and the credit union the second. When the second is paid off, the first is transferred from the savings bank, where it paid interest only, to the cooperative bank where payments cover both interest and reduction of principal. There are innumerable other ways of working out the problem to meet the needs of the individual, and with two agencies this can nearly always be accomplished.

This combination provides two important services for a large group of people whose lack of collateral makes it impossible for them to obtain credit at the banks; and, perhaps best of all, it proves that by combining their small savings a group of wage-earners can meet successfully emergency and family needs.

BAD WORKING CONDITIONS, living conditions below "the minimum requirements of decent existence," overwork and underpay are the rule, not the exception, in the Delaware vegetable canneries according to the report of a recent study made by the Women's Bureau, United States Department of Labor (Bulletin of the Women's Bureau No. 62, Government Printing Office). The work, mostly tomato canning, is highly seasonal, and most of it is done by migratory women and child workers. One-third of the workers interviewed as a basis for this study reported a work week in excess of 55 hours, and some of them had worked between 70 and 80 hours. Regardless of the time worked, weekly earnings ranged from less than $1 received by 12 women to $28 received by one. Individual payroll data of 1,000 women in 24 canneries showed the median of the week's earnings to be between $9 and $10 for white women and between $5 and $6 for Negroes. Descriptions of the camps and of the working sheds picture dampness, dirt and overcrowding as the rule. Answering the contention of cannery owners that the class of labor employed would not appreciate or care for better provisions were these made, the report states that "California has very large cannery interests, but hours of work have been regulated, not only to the protection of the workers but to the advantage of the owners in the amount and grade of the resulting work; and in the questions of seating and other vital matters much has been done to bring the industry up to the standards set for non-seasonal industries. It was also found in Delaware itself that where cannery owners had provided clean, comfortable camps the average care given them by the workers was entirely satisfactory."

ONE OUTSTANDING feature of the recent biennial convention of the Brotherhood of Electrical Workers in Detroit was the establishment of a pension fund. Under this plan, according to the special correspondent of Labor, "Any member over 65 who has been in good standing with the Brotherhood for 20 continuous years may secure a pension of $40 a month. The only restriction is that, while drawing the pension, he must not perform the work of an electrician." The convention also drew up plans for complete organization of electrical workers in the radio industry and on public utilities.

THE Prospect Union Association of Cambridge announces a revised edition of its booklet, Educational Opportunities of Greater Boston, in which are listed about twenty-four hundred courses available to workers of the community. Charles A. Gates, director of the Prospect Union Educational Exchange, states that "The schools included have been carefully selected, only those giving evidence of good teaching ability and general reliability being listed." Prospect Union also offers vocational counseling and educational guidance to men and women, for which no fees are charged. Copies of the booklet have been placed in every public library in Massachusetts, and a limited number are available for free distribution from the Educational Exchange, 760 Massachusetts Avenue, Cambridge.

THE EDUCATIONAL COMMITTEE of the International Brotherhood of Paper Makers, reporting to the Executive Board, outlines a broad plan of workers' education. The report states emphatically that "any scheme that may be carried out . . . should not be for the purpose of making more paper makers but to improve the men who now have the practical knowledge of their work." The committee urges that each local union set up "a course of class studies in the different communities using the text-books compiled by the technical sections of the Pulp and Paper Manufacturers' Association and supplemental additional texts where necessary." The report points out that "the resolution clearly does not intend . . . with the teaching of industrial science or paper making technique to place in the background the value of historical facts of the struggles of the workers to improve their economic status and to secure social justice. . . . A curriculum including economics, labor history, sociology, English, psychology, journalism, trade union organization and finance and labor problems will keep us lined up with ideals of social justice." However, the resolution declares that "technical education is positively necessary to enable us to fit our movement into a higher order of economic and industrial development."

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Books in Our Alcove

Hanging

CAPITAL PUNISHMENT IN THE TWENTIETH CENTURY, *by E. Roy Calvert. G. P. Putnam's Sons. 204 pp. Price $2:00 postpaid of The Survey.*

THIS little book is written with the "avowed object of presenting the case against capital punishment." It is hardly a "scientific" book: it might not satisfy the modern social investigator, it would be judged to have too much text and too few tables. But then, the social investigator does not need to be satisfied, and the material for many tables is not here available; statistics in this field are rare and often misleading. But there is a wider appeal.

This book reaches out to, and has indeed reached, a public that needs information. Its arguments are briefly these: The failure of capital punishment to protect society; its failure as a deterrent; its obstruction of convictions; the fallibility of court processes; and, finally, its ethical considerations. It is not a difficult task, this of the author's. There are, I suppose, no arguments for capital punishment that have not long ago been shot into ribbons. Capital punishment, it would seem, has only this in its favor, that it is psychologically pleasing to the primitive. But still it is supported by many. It is supported by three classes, by those who are sadistically inclined, by those who believe in the law's divinity, and by those who have not yet given any thought to the matter.

But this last group, this normal group, the important general public, is also not unwilling to withdraw its support. It has, if it only knew it, already outgrown the idea of the death penalty—as it learns for itself whenever it is put to the test of personal decision. Juries will not kill—dangerous men are set free if there is no alternative—and the law fails. So long ago as in 1830, as cited by the author, a petition of over one thousand bankers was laid before the House of Commons begging for the abolition of the death penalty for forgery, "earnestly praying that your honourable House will not withhold from them that protection to their property which they could derive from a more lenient law." So, too, when a theft of forty shillings brought hanging, juries would find men guilty of stealing only thirty-nine. And then, in 1827, when the capital indictment was raised to five pounds, the juries raised their appreciation of guilt to four pounds nineteen. That a jury might act differently in a matter of murder is of course not unlikely, but then this possibility is offset by the fact that the deterrent effect of the penalty is less in murder. Truly, in no crime is the possible punishment so little considered. Men kill to cover theft, to remove troublesome witnesses; and especially is

Courtesy of The Macmillan Company

this true in our own country, where killing has become almost casual, a mere detail in the carrying on of a profession. However, in England, where as Calvert reports, murders for robbery are rare, nearly one-half of all their capital crimes being crimes of sexual passion, again the penalty proves to be a matter of indifference—love lust, hatred and jealousy are always more potent.

Capital punishment is now known to be one of the errors of social experiment, born of a primitive, non-social instinct, and maintained by this same instinct, imperfectly rationalized. But is this law so unalterable that it cannot be changed? Is the law superior to reason? Are not our statutes but man-made affairs, and must we forever continue our failures? Consider: the law itself is capable of great wrong, may be responsible for much crime. When it exercises brutality and un-reason, it has ceased to function as a social measure, it invites then only our contempt or our fear—that which should be our main social servant becomes a menace. Again, too, when a small group can defy an appeal from the world's best people, as has been recently demonstrated to be possible, and can bring death to two men, under the law, then something is wrong, and it is especially wrong because it is under the law. Surely, such law must be changed! And this book should help change it. May Mr. Calvert have as many readers in this country as he already has abroad: two printings, two editions rather, this year—that is his present accomplishment!

CHARLES PLATT

President, National Probation Association

Uncle Sam's Mate

AMERICAN MEDICINE AND THE PEOPLE'S HEALTH, *by H. H. Moore. D. Appleton and Company. 648 pages. Price $5.00 postpaid of The Survey.*

AGAIN the constructive critical layman in the medical mess. It was Lawyer Chadwick who startled England almost a hundred years ago into a national health policy and created a wealth which led the world in economic power to our present generation. It was Layman Lemuel Shattuck who told Massachusetts why her house must be put in order and how to do it if the commonwealth were to survive and justify its name. Here comes

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the publicist, the economist, the sociologist, Moore, to point out the mote in Uncle Sam's medical eye and reveal the hodge-podge of facts and opinions held regardless of facts, in the care of the sick and the prevention of disease. In spite of the enormous field covered the documentation is abundant, recent, authoritative.

The question will not down. Medicine in America cannot continue an individualistic preoccupation while the lessons of a half century of science clamor for a mass production, with perfect refinement and adjustments to the needs of each person, organ or perhaps cell, in the human body politic. With fairness, the evidence is presented. With courage, the dilemma is stated. Wisely, the answer is not offered yet.

It augurs well for the new undertaking to study the cost of medical care as described in The Survey of June 15, 1927, that the author of this book has consented to serve as the director of study. A college president, an internist, a surgeon, a sanitarian, a social worker, and others long known in the field of preventive medicine were so impressed by the thesis of Moore's book that they are ready to start at the beginning and review the present economic structure of medical services.

As Kipling said, the world is made up of patients and doctors. Lots of both these elements in our population will want to learn about American Medicine and the Peoples' Health, if for no other reason than that they can intelligently share in improving both.

HAVEN EMERSON, M.D.

The Health of Young Women

PERSONAL HYGIENE FOR WOMEN, *by Clelia Duel Mosher, M.D. Stanford University Press. Price $1.50 postpaid of The Survey.*

THIS new volume by the medical adviser of women in Stanford University is a result of long and intensive work for college women. Its chief motive is the demonstration that "being a woman" is no reason for not being perfectly healthy. The author shows that the handicap of periodical illness is in most cases due to unwholesome dress, lack of exercise, and other ill-judged habits, and to errors in regard to food. How all these may be corrected, and how, to a large extent, they have been already largely corrected by college women, is explained by Dr. Mosher.

She shows that the modern American woman has increased in height and weight in thirty years. College girls at Stanford now average one and two-tenths inches taller than in the nineties. This change is due to more normal development, freedom from stunting conditions and, especially, to more physical exercise and more hygienic clothing.

With better health, the idea is passing that a "woman may rest on her traditional periodic incapacity and be an invalid one week out of four." "Increased knowledge demonstrates that her periodic incapacity may be laid aside, and that the woman may be racially fit and at the same time economically efficient." In matters of physical strength and freedom from enfeebling influences the college woman has a great advantage over those less fortunate, a gain of permanent importance unless frittered away by the demands of an artificial society.

Dr. Mosher also maintains that many of the supposed differences between men and women are fallacious, due on the one hand to unwholesome tradition and on the other hand to wrong conditions, hampering dress and physical idleness. "Life itself, not the feminist movement, is altering the status of women." The young lady of Victorian times used to faint in the presence of a crisis an American college girl would scarcely notice. With the relief of the home from the burdens of pioneer times it is increasingly important that women should not sink back into parasitic idleness "which will result not only in her own physical and mental deterioration, but in injury to the race."

"At the present moment," continues Dr. Mosher, "all professions and occupations are not only open to woman, but are being successfully undertaken by her. Only yesterday women went to college at great personal sacrifice, and dire were the predictions of the evil results to her health and to the race. . . . Today women go to college as a matter of course and without comment." It was once held that the breathing of women was radically different from that of men, but it has been shown by Dr. Fitz of Harvard and at the same time by Dr. Mosher at Stanford that tight clothing and not nature is "the most potent factor in the production of the costal type of respiration in many women." A peculiarly wise chapter treats of the formation of bad habits and the necessity of recognition of law.

"Today," concludes Dr. Mosher, "woman is offered unlimited freedom, unhampered by any tyranny except the tyranny of fashion, which rests with her alone to remove." This splendid modern woman, approaching the old Greek ideal of physical perfection, is the mother of finer sons and daughters, the promise of a stronger race. Too often she is unjustly charged as failing in her racial duty. The birth-rate of college mothers too often is compared with the birth-rate of the general population. Adequate statistics show that as compared with non-college women of her own class she "marries two years later than her sisters, cousins, and friends who do not go to college, and bears a slightly larger number of children per year of married life."

DAVID STARR JORDAN

Stanford University

Cinderella Science

PUBLIC WELFARE ADMINISTRATION IN THE UNITED STATES, *by Sophonisba Preston Breckinridge. University of Chicago Press. 786 pages. Price $4.50 postpaid of The Survey.*

POLITICAL science has in social work a sister under the skin but she has thus far failed to recognize the closeness of the tie and her near relative has been utterly unrecognized by her. Professor Breckinridge admirably shows the interdependence of the two and by her excellent selection of oftentimes inaccessible documents shows that the student of government must concern himself with practical problems of administration as an aid to theory no less than the practitioner must look to trends of development in his work in relationship to the building of the state. The volume is intended for all those interested in problems of actual government and not for the millenium-seekers who are happy in the belief that a change in form of the state will do away with the manifold problems of insanity and feeble-mindedness.

Documents from widely diversified sources show the process of growth by slow and devious methods from local to nation-wide, though not national, provision for relief and treatment of certain forms of distress, such as blindness and insanity. The materials somewhat naturally fall into three chronological periods, the first of which shows the local character of early attempts at welfare organization, the gradual establishment of state institutions and the final vain if magnificent effort of Dorothea Dix to secure federal aid

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for the insane by grants of public lands to the states. The year 1863 saw the creation of the first board of state charities, which was followed by a second period when state boards of state charities were developing with slow and faltering steps, first as supervisory organizations, then as bodies of control. The last section of the volume begins with 1917, when Illinois undertook the first state department of public welfare; here glimpses are given at the slow emergence of a possible national program, with discussion of various unadopted proposals to establish a federal department of public welfare.

Professor Breckinridge in this latest volume of the Social Service Series of the University of Chicago has ably carried out the promise of the earlier books in the series. They are all devoted to the eminently sound belief that the student of social science needs facts as well as theories and that he, like the historian, must work primarily from documentary sources which must needs be made available. Documents do not serve to fit life into neat compartments but show what has been done in the past and what progress—or lack of it—has been made. Among the chief of their values is the raising of questions and this the present volume does in generous measure. A major impression gained from it is of a crying need for further research in the problems of public welfare administration, and of the myriads of unanswered questions stretching simian arms for attention. There is as yet no answer, for example, to the question of the proper degree of adjustment between local and central authorities in the states and the possible expansion of federal influence.

The defects of the volume are few, but chief among them is that too many "special problems" are included under the section on development of state boards to admit of clarity, for each one of them might have a volume in itself. The question of purchase of supplies in state departments and institutions is too special for insertion in a first volume showing general development. On the other hand, the inclusion of certain parts of the minority report of the 1909 Royal Commission on the Poor Laws would have shown a different approach to the whole problem and might fittingly have travelled hand in hand with Miss Dix' outstanding memorial to Congress.

The volume shows that there has been a degree of social progress, feeble and halting though it has been, from the day when recipients of relief were directed "to sit at a certain spot and do nothing" and were obliged to submit to "any contrivance which shall prevent their leisure from becoming a means either of profit or amusement." Furthermore, Professor Breckinridge has made a contribution to knowledge which lends dignity to the calling she represents and which augurs well for the day when social work will be not only a technique for catching up the slack of society but will be a profession with a sound body of social fact on which to proceed.

JANE PERRY CLARK

What They Say About the City

READINGS IN URBAN SOCIOLOGY, *by Scott E. W. Bedford. Appleton. 900 pp. Price $5 postpaid of The Survey.*

DR. BEDFORD has broken into a new field but one that is going to get considerable attention during the next few years. While no books have appeared on urban sociology there has been no end of material coming out in print. He rendered a real service in collecting and classifying a fair portion of it. With each chapter, too, he has given a reading list and in addition there are questions for discussion and study, topics for investigation, field trips.

As to the contents, there are nine chapters including 500 selections classified under 68 categories. The chapter headings: Introduction and Historical Sketch; The Location and Growth of Cities; City Planning; Streets, Traffic, and Transportation; Civic Aesthetics and Architecture; Public Health and Safety; Housing and Tenements; Community Organization, Recreation, Education and Worship, and Social Adjustment. Illustrative of the subtitles we instance the chapter Public Health and Safety which is divided into twelve sections: Health Administration; Police Protection; Fire Protection; Water; Sewage; Garbage; Health Nuisances; Wastes; Communicable Diseases; Social Evil; Food and Medicine, and the Disposal of the Dead.

The merit of a book of readings lies partly in the arrangement of material but it should be a sampling of writings in that field as well as a guide to continued reading. While Bedford's book is excellent supplementary reading for college classes it is not going to attract much favor among students of the city. Such names as H. Paul Douglass, Shelby Harrison, Patrick Geddes, Richard Hurd and Robert Park are not mentioned. However, exclusive of what such men might have to say about the city, there is plenty of good material and Dr. Bedford has assembled no small part of it.

NELS ANDERSON

A Text on Crime

CRIME AND THE CRIMINAL, *by Philip Archibald Parsons. Knopf. 387 pp. Price $2.50 postpaid of The Survey.*

IF criminology (or anything else for that matter) is still to be taught from text-books and if every teacher of the subject is to have his own text-book—then this is a very good book of its kind. But with Parmelee, Sutherland and Gillin already on his desk, one cannot help wondering why the learned professor of applied sociology in the University of Oregon should have succumbed to the urge of his student days to which he confesses, to summarize again the mass of conflicting data and opinions which make up our present hazy knowledge of the subject. His book is drawn from the same printed material as are those of his predecessors and his conclusions are substantially identical with theirs.

Being a student of the subject, he is, like all other students, convinced that our present methods of dealing with the criminal are all wrong—mischievous as well as ineffective. "Traditional theory and practice have brought us nowhere," "we need to put the whole matter of criminals and their treatment in the hands of specialists," is his summing up of the situation. His only point of difference from these other writers is his strong leaning toward the view that "the bulk of our crime, perhaps nine-tenths," is the work of persons suffering from pathological conditions. This is a matter concerning which, in the present state of our knowledge, it is well to be wary. One could wish, also, that he had resisted the temptation to indulge in rhetorical generalizations. There is certainly no trustworthy evidence for the statement that "society is playing a losing game; that criminality is becoming more common and our methods of dealing with it increasingly ineffective." But with all this the resulting work is a spirited performance and one to be cordially recommended to the general reader as well as to the students for whom it is primarily intended.

GEORGE W. KIRCHWEY

New York School of Social Work

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THE SOCIAL WORK SHOP

Your "Appeal" Letter

By JOHN D. KENDERDINE

THAT word "appeal" should be deleted from the social worker's vocabulary. It connotes a humility, a subservience, that should not exist in the mind of the social worker attempting to raise funds by mail. You are not seeking alms; you are making a straightforward presentation of an opportunity. You are selling something and your letter should follow the pattern of a well-written sales letter. As soon as you start to "appeal," you put the recipient on the defensive. Every man is selfish—more or less. In any proposition he is interested primarily in the benefit to himself. That may be a spiritual, sentimental or social benefit—a quite praiseworthy benefit, but a personal benefit none the less. If you "appeal" to him you imply that he shall become interested in something that lies close to your heart but not to his.

Before sitting down to write the letter—the sales letter or subscription letter—do these things:

1. Decide specifically what you have to offer; what you want to accomplish. Don't say, "It's time we got out another letter," and let it go at that. Are you going to solicit contributions? If so, how much? For what specific purpose? Do you want an expression of interest only? Interest in what phase of your work?

2. Visualize your prospect. Picture yourself in his place—dashing into your office with your mind full of plans for the day. On your desk is a stack of letters. As you read each one you put it aside for attention, or into the basket for file or into the waste basket. Each letter flashes into your consciousness for about three seconds. If it doesn't get your attention in that time, its chance is gone. You want to get on with the day's work; life is real, life is earnest—at 9 A. M.! Even if the letter comes in the early afternoon mail and is read after a comforting luncheon (and that is the best time—on any day except Monday or Saturday)—even then it is competing with the rest of the mail, with the board member who wants you on the phone, with the community chest secretary who wants a report by three o'clock on why you think you are justified in sending two of your staff to the state conference. Suppose at such a time you come to a letter which says:

Last year the Associated Charities delivered 200 tons of coal to needy families in Poorville; and 1,000 pounds of potatoes, and so forth, and so forth, and so forth. This work needs your support as never before and we hope you will send us your contribution.

Or this sweet sister:

If you could only come out here and meet Lizzie! She has a twisted foot but her soul is beautiful. She loves to play on the beautiful lawn (see picture above) and names the flowers after people she knows. There is Grandpa Geranium and Papa Marigold and Mama Cosmos and fat little Sister Pansy. Maybe if you come to see her she will name an anemone for you. If you can't come, couldn't you send Lizzie a contribution?

As I said before, and somebody else said before that, life is real, life is earnest.

Having decided upon the theme of the letter and having visualized the man who will receive it, let us consider the construction of the letter itself.

Expert letter writers claim that a sales letter is merely a salesman in print; that you should talk in the letter as you would talk face to face. I don't agree. A verbatim report of your conversation with the prospect would be disconnected and full of irrelevancies. The letter should be written as though you were talking to your prospect but *not* face to face.

The two most important sections of the letter are the first paragraph and the last. The first paragraph has the task of catching your prospect's attention in the competition I have described. It must strike quickly or your entire effort is wasted. What approach is most effective? The "you" approach. In some phase or other your prospect is thinking about himself—himself in relation to the immediate problems of the office, himself in relation to a golf appointment, himself in relation to a pinching shoe or a nagging wife. Such may be the content of his main thought stream. But there are little eddies or side currents in his mind—his standing in the community, ambition to become somebody of importance—some suppressed desire. The first paragraph of your letter must flow either into the main thought stream or into one of the side currents. If it is going to reach the sea, it must join the current.

An illustration. Here are two letters sent out by The Survey soliciting subscriptions on the strength of the Woman's Place Number. It is true that they went to women and therefore do not provide an exact illustration of the busy man mentioned above. But they do bring out my point about the "you" approach.

Letter A starts off in this way:

SHALL WOMEN WORK?
—for wages?
—outside the home?
—after marriage?
—as a normal thing?

Dear Madam: Where in that scale do you step down from a confident "yes" to a doubtful "not sure"? to an emphatic "no"? Every ten years seems to add a question.

John D. Kenderdine is business manager of The Survey and editor of the Social Work Shop Department. His article is based on a paper which he presented at the California Conference of Social Work, in Oakland.

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Letter B:

This letter raises two personal problems that are puzzling most of us:

Marriage—and old age.

Letter B was 50 per cent more effective than Letter A. (Of course, other elements besides this opening paragraph helped to make the difference.) Why was B better than A? B doesn't include the word "you" whereas "A" does. The difference is that A opens up with abstract questions, "Shall Women Work? For Wages?" etc., while B, even without using the word "you," strikes a personal note in the first line. As soon as the prospect has read six words (say two seconds) her attention is aroused. You are part of her thought stream.

Now for the last paragraph. Why is it also important? Because there you cash in on all that has gone before. You've got the prospect's attention, you've held his interest; he is even mildly excited by the picture you have drawn. He wants to do something about it. What shall he do? Sign a blank? Attach a check? You must tell him precisely what he is expected to do and, by implicaton at least, when and how he is to do it. (Some of this instruction may be carried on the order blank. The order form is not incidental; it can make or break an effort.) Don't say in your last paragraph, "Your contribution will be welcomed." Think for your prospect. Say rather, "Just attach your check for $10 to the blank enclosed and mail now, while you think of it, in the handy return envelope." If you think the prospect is good for $25, suggest that amount and give him a chance on the order blank to lower it to $10. But don't fail to suggest some specific amount.

As for the body of the letter, it should have one theme and only one. Subtly, logically, it should rise to a climax. It should flow smoothly, each sentence contributing to the main theme. It should be a balance of long paragraphs and short paragraphs, long sentences and short sentences. Ordinarily it should be no longer than one page; it takes a skillful letter indeed to sustain the interest beyond a single page. Use idioms, exclamatory sentences, humorous phrases if you are sure they fit. They give tone to the letter. But if in doubt about their appropriateness, play safe and omit them. Nothing will kill a letter so easily as humor that isn't funny, or an idiom that sounds forced. First and foremost the letter should be sincere. Without sincerity it is an insult to the recipient. Fire and feeling it should have —an *élan,* a dash. If you don't feel that way yourself, postpone writing the letter until you do.

After you have written the letter, put it away for a day and come back to it with a critical mind. You will be appalled at its weakness. A good plan then is to tear it up and start fresh. Maybe you will write three or four letters before you will find one that satisfies. Even then you will probably want to omit your opening paragraph, or rewrite it. Study your letter word by word. Sometimes a single word, a phrase buried in the third paragraph will lift the whole letter out of the commonplace.

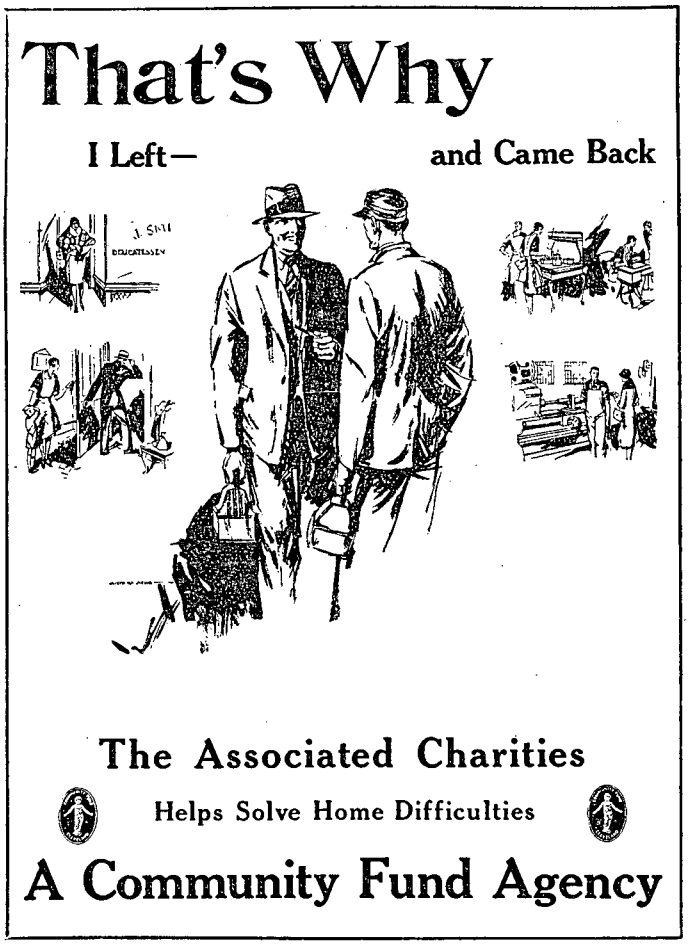
Who should write the subscription letter? Five times out of ten the social work executive is the poorest one. He is so close to the subject that he can't decide which is the most important theme and stick to it. If he does choose one theme, it is the one that means most to him and not necessarily the one that will score with his prospect. The commercial letter writer, on the other hand, hasn't the background and the confidence in the subject that gives the letter an easy sincerity. A good plan, usually, is for the social work executive to write the letter and ask an expert writer to touch it up here and there.

The social work executive usually falls down as a letter writer because he violates one fundamental law—the one epigram that should be framed in electric lights above the desk of each letter writer:

Write not for *ex*pression but for *im*pression.

The Concrete Illustration

The glittering generality, however artistically presented in a poster, does not carry the weight of a specific argument. Here the Associated Charities of Cleveland, in four little pen sketches, shows concretely how one of its services functions.



Under the four inset illustrations appears the following text:

Upper left: *Annie spent all our money. She couldn't cook or sew on a button.*

Lower left: *I got tired of debts and her messy housekeeping, so I left.*

Upper right: *The Associated Charities found out I'd left, and they taught her to cook and sew.*

Lower right: *An Associated Charities worker finally found me here at the plant one day and she advised me to go back home.*

In the space in the lower right is a suggestive family budget for a family consisting of man, wife and two small children, based on an earning of $30 a week.

Copies of this poster (suitable for local imprint if desired) may be had by writing the Cleveland Community Fund, 523 Electric Building, Cleveland, Ohio.

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Over My Desk

A Monthly Talk with Executives

By ELWOOD STREET
Director, Community Council of St. Louis

Post-Dated Checks for Contributors

The Community Fund of Greenville, S. C., according to J. G. Strohecker, executive secretary, furnishes its campaign solicitors with pads of post-dated checks for the use of contributors. The post-dated check is the size of the ordinary bank counter check. On the left front is a list of the organizations in the fund, leaving a space approximately 6 x 3½ inches for the check proper. A space on the left side of this is for filling in the name of the desired bank. All contributors are encouraged to give post-dated checks, except those who wish to give cash; but in instances where the subscriber objects to giving a post-dated check, the word "Pledge" is written by the solicitor instead of the name of the bank and the check is handled as a pledge. These checks may be dated at any time during the chest year. As many as twelve are given by some subscribers. In 1926, out of $70,000 raised during the campaign, $63,000 was received in post-dated checks, and collections for the year amounted to 94.5 per cent of the amount subscribed. About ten days in advance of the date of the check a postal-card notice is sent, with an expression of appreciation for the gift, stating that it is planned to deposit the check dated August 1 on that date. By this method the contributor is given an opportunity to change date of payment if he wishes. During the campaign, as contributions are returned, every card is numbered and every check or pledge attached is given a like number and filed numerically. In this way it is possible to identify a check where the signature is illegible.

Blending Personalities

"I find two extremes in executives—first the servile type who accepts policies from the board unquestioningly, having nothing new to give and usually afraid of losing her job; the second, aggressive, recklessly critical, always ready to jump to the offensive. What can we do to get uniform action and consistent policy and good institutional management out of such various types of executives?" Thus a correspondent recently wrote us. We suggest the formation of a social service executives' club such as exists in several cities in which both men and women executives meet weekly and discuss such problems as The Executive's Responsibility to His Board, The Writing of Minutes, The Education of the Board, The Hiring and Firing of Employes.

Enclosures in Business Mail

Some objection has been raised to the plan, used by various social agencies at campaign time of having department stores and public utilities enclose literature regarding the work of the social agency in their bill envelopes, on the ground that the recipient, unhappy at receiving a bill, might transfer his unhappiness to the social agency. It has been suggested that this objection might be removed by having the enclosure come, not from the social agency, but from the corporation sending the bill, in the form of a printed statement by the president or the board of directors of the corporation, endorsing the social agency and its work. The corporation concerned might be persuaded to pay for the printing of such an enclosure on the ground that the tying up of the social agency and the corporation in this way might bring good will to the corporation.

Now They Drive

The advantage of an automobile for a visiting nurse as compared with travel by streetcar and motor bus was demonstrated by a study of public health nurse visits made by a committee of the Welfare League of Terre Haute and reported by R. E. Luhn, Jr., secretary of the league. A nurse using streetcars and buses for visits in the first three months of 1926 made 583 visits of a value to the organization of $717.09. In the corresponding three months in 1927 a nurse using a Ford coupé made 644 visits worth $792.12, including some calls which would have been impossible by streetcar because of distance. Further, the automobile reduced the wear and tear on the nurse herself, enabling her to do better work and give more time to each visit. The costs under the two plans were about the same, considering the increased money value of the visits by automobile. Purchase of additional automobiles for nurses was recommended.

13 Rules of One Executive

One of the most competent business executives in the country some years ago set up a plan of campaign which he says he has stuck to all that time and which has yielded valuable results. It may be suggestive to executives and to rank and file workers as well. Here it is:

Write articles in my chosen field of activity.
Send these articles to magazines read by people in these fields.
Write letters of inquiry to leading organizations operating in my field, asking these people what they are doing along my special line.
Talk over modern methods in my field with every person I meet who is likely to have knowledge regarding it.
Try to spend one day occasionally visiting other large organizations.
If articles are accepted, reprint for distribution where they will do the most good.
Write to every author of articles in my field regarding his work.
Get in touch with as many leading people in my field as possible.
Get a large list of acquaintances.
Find occasion to write to every qualified person in my field, no matter how important, about something he has done.
Join the various societies in my field.
Write a book in my chosen field.
Set a goal each year and endeavor to live up to it.

A Short Notice Will Do

One social agency has cut down greatly the cost of notices of meetings by substituting a three by five postcard for longer notices on letter-heads which have to be enclosed in envelopes. Three by five postal cards can be purchased from the Office at the regular rate of one cent each and have the great advantage that they can be filed in the day-by-day "tickler" file of the recipient if he happens to be a person who organizes his work on the "tickler" basis.

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GOSSIP: of People and Things

New Mental Hygiene Clinic

A NEW mental hygiene clinic has been opened at 105 E. 22nd Street, New York, by the State Charities Aid Association, the New York Association for Improving the Condition of the Poor, and the Brooklyn Bureau of Charities, under the direction of Dr. Leslie E. Luehrs, formerly of the Henry Phipps Psychiatric Clinic, Baltimore, and in charge of the mental hygiene clinic of the Child Welfare Department of Westchester County, New York. The staff will include a psychologist, Minna Wilkins, and three psychiatric social workers.

The new clinic will deal with cases which are encountered in the social welfare and health activities of its three supporting organizations. These agencies have found that, just as expert medical diagnosis and advice are necessary to their work of correcting and preventing physical ill health, so expert analysis and understanding of individual mental maladjustments are needed to complete final rehabilitation.

Tulane Adds to Faculty

TULANE UNIVERSITY School of Social Work, New Orleans, has made outstanding additions to its teaching and administrative staff for this year.

Jesse F. Steiner, for the past six years professor of social technology, University of North Carolina, is now professor of sociology at Tulane, in special charge of research and publications of advanced students of sociology.

Luther Lee Bernard, formerly professor of sociology at the Universities of Missouri, Minnesota and Cornell, is professor of sociology.

G. Eleanor Kimble, formerly with the Travelers' Aid Society of Los Angeles, is assistant professor of sociology in charge of social case work teaching.

Irene Farnham Conrad will serve half time on the faculty of the school and half time as director of research for the Central Council of Social Agencies of New Orleans.

Wilmer Shields is appointed secretary of the school.

Changes in Chicago Court

JUDGE VICTOR P. ARNOLD has retired from the Juvenile Court of Cook County, after eleven years of service. "His leaving makes a crisis in the court," states the Chicago Council of Social Agencies. "For several years there have been two Circuit Court judges assigned to the Juvenile Court. They have been Judge Victor P. Arnold, chief justice of the Juvenile Court, and Judge Mary M. Bartelme. Both are outstanding figures in the child welfare work of Chicago. This year at their annual meeting the Circuit Court judges voted to assign only one judge to the Juvenile Court. Cook County is to be congratulated that they have chosen Miss Bartelme as that judge. Social workers know her well and they know that under her the same standards of non-political and efficient administration will be continued." As announced in The Survey of September 15, Erna R. Erskine, formerly of the Chicago Department of Welfare, has been appointed chief probation officer of the Juvenile Court.

Good Publicity

WRITERS of social work publicity will be interested in a pamphlet recently published by the General Electric Company, Developing an Electrical Consciousness. It contains more than a score of reprints of the advertisements this company has been placing recently in magazines.

The first group of ads is written around the theme, "Any woman who does anything which a little electric motor can do, is working for three cents an hour." Another ad shows how six cents out of the family dollar covers railroad transportation, streetcar transportation, telephone, cooking gas, water, and the maintenance of household appliances.

The G. E. copy meets the first requirement of magazine advertising, namely, that it compete successfully with editorial matter for the reader's attention. It is either personal in appeal or attention-compelling because of vivid lay-out, not much text, and lots of white space.

More Study Courses

THE Illinois Conference on Public Welfare is this year initiating study courses to begin two days in advance of the conference (Joliet, October 17 and 18). The plan resembles that of the Ohio Welfare Conference begun three years ago by Howard R. Knight. There will be five courses: Problems of Child Caring Institutions and Agencies, instructor, C. C. Carstens; Probation Methods, instructor, Francis H. Hiller; Administration of Mothers' Pensions, instructor, Mary F. Bogue; Mental Factors in Social Work, instructor, Dr. Herman M. Adler; Fundamental Principles of Social Case Work, instructor, Ella M. Weinfurther.

Miscellaneous

THE NEW YORK TUBERCULOSIS AND HEALTH ASSOCIATION has published a Directory of Clinics of the City of New York listing all out-patient departments of hospitals and all clinics unattached to hospitals. It gives information as to the types of clinics, nature of the services rendered, and conditions under which these services may be obtained. Copies may be obtained for twenty-five cents each from the Information Service, New York Tuberculosis and Health Association, 244 Madison Ave., New York, N. Y.

HAPPY DOLLARS is the title of a motion picture interpreting the work of the various social agencies in the St. Louis Community Fund which will be used during the annual campaign, October 25 to November 3. The scenario was written by Paul Bliss, director of the publicity department of the fund, and the leading roles were acted by Dorothy Ring and Willie Bloomer, both of the St. Louis Provident Association.

A STUDY OF THE SETTLEMENT HOUSES OF NEW YORK CITY undertaken by the Welfare Council of New York under the direction of A. J. Kennedy, secretary of the National Federation of Settlements, will consist of three phases: in-town summer activities of settlement houses; winter activities; out-of-town summer activities.

THE WELFARE DIVISION OF THE METROPOLITAN LIFE Insurance Company has published a booklet, The Family Food Supply, which gives diet and marketing helps to the housewife and tells, with illustrations, what to buy and how. Copies may be obtained from the home office, 1 Madison Avenue, New York City, or from local managers.

EDWARD T. DEVINE announces for 1927-1928 a series of short courses on: World Citizenship; Five American Social Problems; and Community Institutes. Also single lectures covering a variety of social welfare, international and industrial subjects. Engagements for Mr. Devine are made through Lilian Brandt, 333 Fourth Avenue, New York City.

ETHEL RICHARDSON, assistant superintendent of state instruction, California, was married on September 17 to Harry Clifford Allen, Jr., of Pasadena. Miss Richardson won the Harmon-Survey Award of $1,000 presented to the "individual responsible in 1926 for the most distinctive contribution to the social, civic or industrial welfare of the United States," for her work in adult education in California. She plans to continue her work with the state board.

Elections and Appointments

MINNIE L. ADDAMS and Louise B. Thompson, of Hampton Institute, to staff of Phyllis Wheatley Association, Cleveland, as directors of music school and educational program, respectively.

LITERATURE

CHILD HEALTH IN SMALL COMMUNITIES—Bulletins describing the Commonwealth Fund child health demonstrations in small cities and rural counties. No. 2, Marion County, Ore. No. 4, General review of four demonstrations. No. 5, Fargo, N. D. No. 6, Rutherford County, Tenn. Mailed free on application to Director of Publications, Room 1648, 370 Seventh Avenue, New York.

EAST BY WEST—A special number of Survey Graphic devoted entirely to an interpretation of the Japanese and Chinese in America and at home. An excellent background for the newspaper despatches of today. Original price 50 cents—now 25 cents. Survey Graphic, 112 E. 19 St., New York.

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THE ADMINISTRATOR'S GUIDE

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ON THIS PAGE each month will be listed the services and literature of leading manufacturers of office equipment, supplies and outside service

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MOAK PRINTING COMPANY, INC., 100 West 21st St., N. Y. C. Appeals, Leaflets, Annual Reports, Letterheads, Office Forms for Leading social agencies have come from our prompt presses in steadily growing volume for five years. *A printer is known by the customers he keeps*—we have kept our social agency customers. "Type Talks," a style book with specimens of type including Goudy, Kennerly, Garamond and other attractive faces, will help you in planning your printing. Free on request.

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HOOVEN LETTERS, INC., 387 Fourth Ave., N. Y. C. Individually typewritten letters. Enormous capacity. Low prices. Complete service. We prepare copy and campaigns.

JANE ALLEN, general director of the N.O.P.H.N., as director-at-large, National Tuberculosis Association, for a term of two years.

ROSWELL S. ARRIGHI, formerly secretary Albany Associated Charities, as secretary, Bridgeport Family Welfare Society.

MARY E. AUSTIN, formerly executive secretary Allegheny County branch, Pennsylvania, Committee on Penal Affairs, and vice-president, Pittsburgh Girls' Conference, as acting secretary Division on Recreation, Education and Neighborhood Activities, Welfare Council of New York City.

ADA BARKER as case supervisor, Lincoln (Nebr.) Social Welfare Society, succeeding Caroline Forster, and as instructor at University of Nebraska.

WILLIAM N. BEEHLER, formerly with the Family Service Organization, Louisville, as secretary, Lexington Family Welfare Society, succeeding Agnes Sullivan.

EDITH THOMSON BOOTH, formerly supervisor and secretary, Family Welfare Society, Atlanta, has returned from France where she has been living since her marriage, and resumes her connection with the Family Welfare Society as director of the program of training and educational work.

E. R. CASS, general secretary, Prison Association of New York, as president, American Prison Association.

DOROTHY DEMING, recently director of nurses, Visiting Nurse Association, Holyoke, Massachusetts, as a member of the N.O.P.H.N. executive staff. Miss Deming will be part time staff assistant to the general director and part time assistant to the editor of The Public Health Nurse.

ESTHER DETURBEVILLE, formerly with San Francisco Community Chest, to make an old age survey authorized by the California legislature 1927, under the State Department of Social Welfare.

CHARLOTTE C. DONNELL to the staff, New Mexico State Bureau of Child Welfare.

MARIE DRESDEN, formerly district secretary, Milwaukee Family Welfare Association, to take charge of the home-finding work, State School for Dependent Children, Sparta, Wisconsin.

GEORGE EHINGER, formerly executive secretary, Oregon Child Welfare Commission, and Aline Noren, formerly investigator for the commission, announce their marriage and removal to Dover, Delaware, where Mr. Ehinger is superintendent, Elizabeth Murphy Memorial School.

ANNETTE ELDRIDGE in charge Girl Reserve Department, Germantown, Philadelphia, Y. W. C. A., succeeding Dorothy Larned.

DOROTHY A. EVERSON, formerly case worker on the staff of the Milwaukee Family Welfare Association, to the staff of the Omaha Associated Charities.

DR. P. H. FLEMING as president, J. B. Hall as vice-president, and Lucie M. Lifort as secretary-treasurer, North Carolina Association of County Superintendents of Public Welfare.

EVELYN FOOTE, formerly in charge of the Family Case Work Division, Department of Public Welfare of Pontiac, Michigan, as a member of the staff, Milwaukee Family Welfare Association.

EMIL FRANKEL, until recently statistician of the Pennsylvania Department of Welfare, as director of research, New Jersey Department of Institutions and Agencies, Trenton.

VIRGINIA L. FREDERICK as research assistant, Advisory Council on Crime Prevention, Department of Correction, Commonwealth of Massachusetts.

GLENN V. FULLER, from General Motors Corporation, Dayton, to accountant, Welfare Federation of Cleveland.

ESTHER GOODYEAR, formerly district secretary of the Milwaukee Family Welfare Association, as executive secretary, Mothers' Assistance Fund, Scranton.

EDNA MAE HAMMACK, of Iberia, Missouri, has joined the staff of the St. Louis Provident Association.

BERTHA HANSEN, formerly assistant nurse, Salvation Army Women's Home, Cleveland, to School of Nursing, Memorial Hospital, Covington, Kentucky.

MABELLE H. HARDWICK, formerly with Michigan Children's Aid Society, to staff of Whaley Memorial, Flint, Michigan.

MATILDA HARRIS, nursing field representative, A. R. C., for five years, as director of Red Cross nursing activities in the Pacific area, succeeding Dorothy Ledyard.

ANNA HEISLER as staff associate in charge of nursing, Division of Medical Service, American Child Health Association.

DR. MELVILLE HUMBERT to the staff, New York A. I. C. P., succeeding Dr. Winter.

PAUL L. KIRBY, formerly director, Division of Child Hygiene, Department of Public Health and Charities, as assistant director of Public Welfare, District of Columbia.

FRANCESCA LUNA and Helen Gasparska as Mexican and Polish visitors, respectively, Immigrants Protective League, Chicago.

MARION MCCORQUODALE, formerly supervisor of nurses, Chicago Tuberculosis Institute, as executive secretary, Lake County (Gary, Indiana) Tuberculosis Association.

(*Continued on page* 109)

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CHARTING THE TIDES OF HUMANITY

(*Continued from page 74*)

Professor A. Gratjahn of the University of Berlin. In Bavaria, for example, between 1913 and 1920, Catholic marriages showed an average decline from 4 to 2 children; Protestant marriages from 3 to 1.6; and Jewish marriages 1.8 to 1.0.

As to whether or not this difference in the birth-rates in the various classes is dysgenic, i. e., inclined toward the deterioration of the race, opinion differed. Professor Pearl held that the "differential birth-rate" is to be regarded as a biologically normal feature of the social and economic structure of large human groups, not necessarily a sound ground for eugenic alarm, and J. B. S. Haldane declared similarly that its dysgenic effect had not been proven. Professor Carr-Saunders of the University of Liverpool, who presented the data for England, held that the most important immediate factor in producing this difference between classes was the differing use of measures for family limitation, and that any attempt to lessen the gaps must consider either promoting or suppressing the more remote factors concerned with family limitation, such as the use of contraceptive measures.

Dr. F. E. A. Crew, discussing his work at the University of Edinburgh, declared that the effort to avoid reproduction was not limited to human beings. "Even far down the animal scale there are to be seen mechanisms and contraptions which because they would seem to be the means whereby the individual may escape the bondage of reproduction can be regarded as evidence of an effort on the part of the rebellious individual to effect a compromise between individuation and genesis." Dr. Crew explained high birth-rates among the lower strata of society as due first to social environment and second to ignorance of and indifference to contraception. "Relative poverty implies poor environment, restricted opportunities for recreation, and narrow intellectual interests, and for the poor there are but two main outlets for the speedy and satisfactory relief of nervous tension, sex and alcohol." Professor Gini of Italy, on the other hand, in a paper prepared for the conference but not read, though included in the official proceedings, stressed the desirability of increasing population, declaring that density of population acts as a stimulus to national qualities, to work and to saving; that birth-rates and population are of great importance to the state, and that policies in this respect should be determined by the state.

ON the basis of research in a London poor-law district, sponsored by the English Eugenics Society, E. J. Lidbetter declared that the problems of population are no longer to be regarded as essentially economic but mainly biological. Mr. Lidbetter's data suggests that there is a race of "chronic pauper stocks, breeding together in and through the community, closely inter-married, not to any extent recruited from the normal population, or sensibly diminished by the agencies for human improvement. That conception of 'national degeneracy' which presumes the widespread admixture of defectives with the normal community is probably unsound. A few thousand family stocks probably provide the great burden of inherent defectives in the community." There is a very high birth-rate, offset to some extent by a high death-rate, among such stocks. This high fertility offers the most serious problem now faced by human organization. Several French delegates questioned Mr. Lidbetter's implications, maintaining that many of their best citizens had sprung from the humblest families.

A plea for an international center to study migration and acquire the necessary authority for defining population problems and proposing the means to satisfy them was presented by Albert Thomas, director of the International Labor Office. Here, too, there was objection on the part of delegates who felt any suggestion of international authority offensive, while there was likewise condemnation of the American attitude implied in the quota law.

WHILE individual opinions of the delegates at the Congress differed widely in respect to problems of population, there was no question as to the brilliance and validity of the data they brought to bear on them from their many respective fields. Among other names of international prominence there were biologists and geneticists like Dr. F. A. E. Crew, director of the Animal Breeding Research Department of Edinburgh University; C. B. Davenport, director of the Carnegie Station for Experimental Evolution at Cold Spring Harbor, L. I.; E. M. East, of the Bussey Institute for Research in Applied Biology at Harvard University; R. Goldschmidt, director of the Kaiser Wilhelm Institut, in Berlin; Julian S. Huxley of King's College, London; President C. C. Little of the University of Michigan; and Raymond Pearl, director of the Institute for Biological Research at Johns Hopkins University. There were sociologists and political economists, such as A. M. Carr-Saunders of the University of Liverpool; Henry Pratt Fairchild, of New York University; Corrado Gini of the Central Institute of Statistics at Rome; W. Keilhau of the University of Oslo, in Norway; J. M. Keynes of Cambridge University, and E. R. A. Seligman of Columbia University; such physicians as Léon Bernard of France, Henri Flournoy of Switzerland, René Sand of Belgium, William H. Welch of Johns Hopkins; statisticians like Lucien March of the University of Paris; H. W. Methorst, director of the International Statistical Institute at The Hague; Sir Bernard Mallet, formerly registrar-general for England and Wales; A. Niceforo, of the University of Naples; and Charles Wickens, director of the Federal Statistical Office of Australia; specialists in international law such as Jean Bourdon, director of international studies at the Sorbonne, and Ernest Mahaim of the University of Liège, Belgium.

This first World Population Congress was initiated by a group of American biologists and eagerly seconded by the British scientists whom they consulted. As Sir Bernard Mallet pointed out in the opening address it was obvious why the Americans, with their complicated problems of population, should take the lead, followed by the British, whose imperial possessions throughout the world raise a complexity of issues unmatched by any other nation. One of the main objects of the conference, a permanent organization for the scientific study of population, is well under way. The committee of organization, under the chairmanship of Professor Pearl, includes two other American members, E. M. East and William H. Welch, and representatives from Switzerland, Italy, France, Germany, Scotland and Great Britain. Transcripts of the official proceedings of this first meeting will soon be available at the office of the Editor, World Population Conference, 10 rue de la Bourse, Geneva, Switzerland.

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DIRECTORY OF SOCIAL AGENCIES

THE AMERICAN ASSOCIATION OF HOSPITAL SOCIAL WORKERS—18-20 E. Division St., Chicago, Ill. Miss Helen Beckley, Executive Secretary.

AMERICAN ASSOCIATION FOR OLD AGE SECURITY—Aim: To promote through legislation adequate provisions for the dependent aged in the United States. Bishop Ethelbert Talbot, president. A. Epstein, executive secretary. Box 1001, Harrisburgh, Pennsylvania.

AMERICAN BIRTH CONTROL LEAGUE, INC.—Margaret Sanger, President, 104 Fifth Avenue, New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly) $2.00 per year.

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 617 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics: office of editor, 617 Mills Bldg., Washington, D. C.: of business manager, 101 East 20th St., Baltimore, Md.

AMERICAN SOCIAL HYGIENE ASSOCIATION—370 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

AMERICAN SOCIETY FOR THE CONTROL OF CANCER—Dr. George A. Soper, managing director, 25 West 43rd Street, New York. To collect, collate and disseminate information concerning the symptoms, diagnosis, treatment and prevention. Publications free on request. Annual membership dues, $5.00.

AMERICAN WOMEN'S HOSPITALS (O.S.)—(Organized, 1917)—637 Madison Avenue, New York. Chairman; Esther Lovejoy, M. D., Treasurer; Mathilda K. Wallin, M. D. Conducts hospitals and food stations for refugees in Greece, and medical centers in Macedonia and Western Thrace. Continuing assistance to medical work in France, Serbia, Russia and Japan.

THE BOY CONSERVATION BUREAU—90 West Broadway. Suggests all-the-year-round Home Schools for needy boys. Tel. Walker 0313. E. W. Watkins. Exec. Sec'y.

CHILD WELFARE COMMITTEE OF AMERICA, Inc.—730 Fifth Avenue, New York. To secure home life for normal dependent children in preference to institutions; to secure Mothers' Allowance laws in states having none; to urge adequate appropriations for home aid; to promote proper laws affecting adoption, boarding out and placing out of dependent children; to aid in the enforcement of these laws. States Council of Committee comprises volunteer representatives in practically every state. Sophie Irene Loeb, President; Governor Alfred E. Smith, Honorary President; Margaret Woodrow Wilson, First Vice-President; Edward Fisher Brown, Executive Secretary.

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director. 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phases of child welfare in which they are interested.

THE CHILDREN'S VILLAGE, INCORPORATED—Dobbs-Ferry-on-Hudson, New York. A national, non-sectarian training school scientifically equipped for the study, education and development of problem boys and girls, on commitment and by private arrangement—ages 7 to 16. Supported largely by voluntary contributions. For further information address Leon C. Faulkner, Managing Director.

COUNCIL OF WOMEN FOR HOME MISSIONS—105 East 22d St., New York. Florence E. Quinlan, Executive Secretary. Composed of 23 Protestant national women's mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperaton in action.
- Work among Farm and Cannery Migrants, Summer service for college students, Laura H. Parker, Executive Supervisor.
- Religious Work Directors in Government Indian Schools.
- Bureau of Reference for Migrating People, follow-up of New Americans.

EYE SIGHT CONSERVATION COUNCIL OF AMERICA—L. W. Wallace, President; Guy A. Henry, General-Director, Times Bldg., New York. Conducts a national educational campaign to promote eye hygiene. Urges correction of eye defects, protection against hazards, proper lighting. Comprehensive publications—lantern slides—lecture material. Cooperation of social agencies invited.

FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA—Constituted by 28 Protestant communions. Rev. C. S. Macfarland and Rev. S. M. Cavert, Gen. Sec's; 105 E. 22nd St., N. Y. C.
- Dept. of Research and Education, Rev. F. E. Johnson, Sec'y.
- Commissions: Church and Social Service, Rev. W. M. Tippy, Sec'y; International Justice and Goodwill: Rev. S. L. Gulick, Sec'y; Church and Race Relations: Dr. G. E. Haynes, Sec'y.

GIRLS FRIENDLY SOCIETY IN AMERICA—15 East 40th Street, New York. Girls and women working together to uphold Christian standards of daily living in the home, in the business world, and in the community. Numbers nearly 60,000, with branches in 44 states.

The Goose Bends Low

EVER see a goose walk under a bridge? No matter how high the bridge, she always lowers her head. That is why she is a goose.

We all have to go over obstacles and under bridges. Sometimes the bridges are giant spans; more often they are foot-bridges. Those of us who are geese do not see the difference.

At this time of year our problems loom up large. All troubles look like big troubles, all the bridges seem high.

Don't be a goose. Size up your bridge when you come to it. Don't sweep low when a little dip of the head will do.

The organizations listed here know from years of experience how to gauge the height of trouble-bridges. No lost motion with them. One of them may have crossed under that bridge that confronts you. Why not find out and let it help you?

HAMPTON INSTITUTE—Trains Negro and Indian youth for community service. Advanced courses: agriculture, builders, business, home-economics, normal. Publishes "Southern Workman" and free material on Negro problems. J. E. Gregg, principal.

JOINT COMMITTEE ON METHODS OF PREVENTING DELINQUENCY—Graham Romeyn Taylor, executive director, 50 East 42nd Street, New York. To promote the adoption of sound methods in this field, with particular reference to psychiatric clinics, visiting teacher work, and training for these and similar services; to conduct related studies, education and publication: and to interpret the work of the Commonwealth Fund Program for the Prevention of Delinquency.

THE LEAGUE TO ABOLISH CAPITAL PUNISHMENT—A national organization 104 Fifth Avenue, New York City. Dr. George W. Kirchwey, Chairman; Vivian Pierce, Executive Secretary. Organized to abolish capital punishment in every state and in the District of Columbia. Annual membership $1, $5, $10, and $100, including monthly Bulletin.

NATIONAL ASSOCIATION OF TRAVELERS AID SOCIETIES—25 West 43d Street, New York. Marcus L. Bell, President; Sherrard Ewing, General Director; Miss Harriet E. Anderson, Director of Field Work. Represents co-operative efforts of member Societies in extending chain of service points and in improving standards of work. Supported by the Societies, supplemented by gifts from interested individuals.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Mabel Cratty, general secretary, 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries to cover work in the United States in 1,034 local Y. W. C. A.'s on behalf of the industrial, business, student, foreign born, Indian, Colored and younger girls. It has 159 American secretaries at work in 49 centers in the Orient, Latin America and Europe.

NATIONAL CHILD LABOR COMMITTEE—Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

NATIONAL CHILD WELFARE ASSOCIATION, INC. (est. 1912, incorp. 1914), 70 Fifth Ave., N. Y. C. (tel. Chelsea 8774). Promotes as its chief object the building of character in the children of America through the harmonious development of their bodies, minds, and spirits. Its method is, in co-operation with other organizations, to originate and disseminate educational material in the form of posters, books, bulletins, charts, slides, and insignia. Through its "Knighthood of Youth" it provides homes, schools and church schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlison, Gen. Sec'y.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feebleminded-ness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin," monthly, $.50 a year.

NATIONAL COMMITTEE FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Royer, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

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DIRECTORY OF SOCIAL AGENCIES

NATIONAL CONFERENCE OF SOCIAL WORK—Sherman C. Kingsley, president, Chicago, Ill.; Howard R. Knight, sec'y, 277 E. Long St., Columbus, Ohio. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-fourth annual meeting of the Conference will be held in Memphis, Tenn., May 2nd-9th, 1928. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

NATIONAL CONGRESS OF PARENTS AND TEACHERS—Mrs. A. H. Reeve, President, Mrs. A. C. Watkins, Executive Secretary, 1201 Sixteenth Street, N. W., Washington, D. C. To develop cooperation between home and school, and an informed public opinion which will secure highest advantages for all children.

NATIONAL COUNCIL OF JEWISH WOMEN—Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary, 2109 Broadway, New York City. Program covers twelve departments in religious, educational, civic and legislative work, peace and social service. Official publication: "The Jewish Woman."

Department of Immigrant Aid and Immigrant Education, 799 Broadway, New York City. For the protection and education of immigrant women and girls. Maintains Bureau of International Service. Monthly bulletin, "The Immigrant." Florina Lasker, Chairman; Cecilia Razovsky, Secretary.

Department of Farm and Rural Work, Mrs. Elmer Eckhouse, Chairman, 5 Columbus Circle, New York City. Program of Education, recreation, religious instruction and social service work for rural communities. Bulletin: "The Rural Voice."

NATIONAL FEDERATION OF DAY NURSERIES—(org. 1898), Room 907, 105 East 22nd St., New York (tel. Gramercy 5258). To unite in one central body all day nurseries; to endeavor to secure the highest attainable standard; to act as a central bureau for information in regard to existing day nurseries, and for the publication and distribution of literature that may prove helpful in the organization of new day nurseries. Mrs. Hermann M. Biggs, Pres.; Mrs. William A. Baldwin, Treas.; Mrs. Arthur M. Dodge, Sec'y; Miss H. M. Sears, Exec. Sec'y.

NATIONAL COUNCIL OF WOMEN—370 Seventh Ave., N. Y. C. Clearing house for 35 women's organizations. Valeria H. Parker, M.D., President.

NATIONAL HEALTH CIRCLE FOR COLORED PEOPLE, Inc.—370 Seventh Avenue, New York City. Col. Theodore Roosevelt, Honorary President; Dr. Jesse E. Mooreland, Pres.; Dr. George C. Booth, Treasurer; Miss Belle Davis, Executive Secretary.

To organize public opinion and support for health work among colored people.

To create and stimulate health consciousness and responsibility among the colored people in their own health problems.

To recruit, help educate and place young colored women in public health work.

Work supported by memberships and voluntary contributions.

THE NATIONAL TRAINING SCHOOL FOR INSTITUTION EXECUTIVES AND OTHER WORKERS—At the Children's Village, Dobbs-Ferry-on-Hudson, New York. To furnish adequate training to properly qualified people wishing to engage in, or already engaged in, institution work. Provide opportunity for carefully guided study in all phases of institution management and activity. Aims to furnish a trained personnel for child caring Institutions. The first and only school of its kind in the country. For further information address Leon C. Faulkner, Managing Director.

NATIONAL TUBERCULOSIS ASSOCIATION—370 Seventh Ave., New York. Dr. Theobald Smith, president; Dr. Linsly R. Williams, managing director. Pamphlets on methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 17 Madison Ave., New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

NATIONAL WOMEN'S TRADE UNION LEAGUE—Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; 311 South Ashland Blvd., Chicago, Ill. Stands for self-government in the work shop through organization and also for the enactment of protective legislation. Information given.

PLAYGROUND AND RECREATION ASSOCIATION OF AMERICA—315 Fourth Avenue, New York City. Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization, Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

ST. ANDREW'S REST, Woodcliff Lake, N.J., is conducted by the Episcopal Sisters of St. John Baptist for convalescent or tired girls and women. Season, May 15 to October 1. Apply to Sister in Charge. Telephone, Park Ridge 152. (Country Branch of St. Andrew's Convalescent Hospital, N. Y. C.)

TUSKEGEE INSTITUTE—An institution for the training of Negro Youth; an experiment in race adjustment in the Black Belt of the South; furnishes information on all phases of the race problem and of the Tuskegee idea and methods; Robert R. Moton, principal; W. H. Carter, treasurer; A. L. Holsey, secretary, Tuskegee Institute, Ala.

WORKERS' EDUCATION BUREAU OF AMERICA — a cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 476 West 24th Street, New York City. Spencer Miller, Jr., Secretary.

(*Continued from page* 106)

WALTER HAMPTON MALLORY, formerly executive secretary of the China International Famine Relief Commission of Peking, as executive director of the Council on Foreign Relations, Inc.

HERMAN MAYERSON as supervisor Boys Department, and Rose P. Mayerson, formerly of Eureka Benevolent Society, San Francisco, as supervisor, Girls Department, the Jewish Foster Home and Orphan Asylum, Germantown, Philadelphia.

ALICE MARION OLESON, formerly director, Red Cross Service, U. S. Veterans' Hospital, Portland, to Home Service, San Francisco Chapter, A. R. C.

MARIAN S. PARK with Ann Arbor Branch, Michigan, Children's Aid Society, succeeding Mrs. Mabelle H. Hardwick.

EDWARD L. PARKER, formerly general secretary, Family Welfare Society of Bridgeport, as general secretary, Social Service Bureau of Newark, New Jersey.

MARY PETE as director of social service, Chicago Lying-In Hospital, succeeding Ella M. Allen.

GRACE B. PORTER, for three years case supervisor, Canton, Ohio, Family Service Society, as general secretary, Tampa Family Service Association.

RUTH M. POWELL, formerly executive secretary, Iowa City Social Service League, to staff of United Charities of Chicago.

FLORENCE B. REPPERT, formerly with the Family Welfare Association, Madison, Wisconsin, has joined the staff of the St. Louis Provident Association, as visitor at Beaumont district on September 1.

GOLDIE RUNKLE as executive secretary, Girl Scouts, Tampa, succeeding Sara Bryan.

ANNA L. SAYLOR, former state assemblywoman, Berkeley, California, as director of reorganized State Department of Social Welfare, with headquarters in Sacramento.

MARGARET TOWER as occupational therapist, Association for Crippled and Disabled, Cleveland.

CHARLOTTE TOWNSEND, formerly general secretary, Beloit, Wisconsin, Y. W. C. A., as industrial secretary, Collinwood Branch Y. W. C. A., of Cleveland.

SHELLEY D. WATTS as executive secretary, Central Council of Social Agencies, Milwaukee. For the past six months Mr. Watts has been making some special studies for the Milwaukee Community Fund.

MABEL WEED, formerly with Social Work Department, San Francisco Community Chest, as assistant to Mrs. Anna L. Saylor, new director California State Department of Social Welfare.

EMILY WILKINS as executive secretary, Family Welfare Association, Bethlehem, Pennsylvania.

PROF. R. CLYDE WHITE, as associate professor, Department Economics and Sociology, Indiana University. He will direct Training Course for Social Work in Indianapolis.

ALICE R. YONKMAN, as general secretary, Family Service Association, Grand Rapids, Michigan, succeeding Charlotte C. Donnell.

Resignations and Leaves

BART ANDRESS, for the last four years publicity director of the Salvation Army, has resigned to take charge of the publicity program of the New York Cancer Association, in connection with the establishment of a National Cancer Center in New York City. He will also continue to handle the publicity of the New York City Mission Society.

DOROTHY V. AYRES, case worker, Houston Social Service Bureau, on year's leave to take special studies at Columbia University. Katherine Dutton will serve during the interim.

FERN CHASE, director of Research and Investigation Department, Women's Cooperative Alliance, Minneapolis, on year's leave to study at Chicago University, School of Social Service Administration.

MRS. MINA S. GIBSON, has resigned as case supervisor, Child Guidance Clinic, Cleveland.

ALICE SHEPARD GILMAN, for five years secretary, State Board of Nurse Examiners of New York, has resigned and is succeeded by Harriet Barley, who has been associated with her.

KATHERINE HATTENDORF, supervisor of field work, Parental Education Department, Women's Cooperative Alliance, Minneapolis, on year's leave with a fellowship in the Child Guidance Research Station, University of Iowa.

ANITA JONES, supervisor of settlements, Houston Social Service Bureau, on year's leave for study at University of Chicago. Nolie E. Bailey, of El Paso, takes her place.

DOROTHY LEDYARD, after nine years experience with the American Red Cross and recently director of Red Cross nursing activities, Pacific area, has resigned and retired to the simple life in Carmel, California.

MARY LUTTRELL and Mrs. Lillian Mosee have resigned from the staff, St. Louis Provident Association, because of ill health.

CHARLES E. MINER, chairman of the St. Louis Chapter, A. A. S. W., and member of the executive group, National Committee on Publicity Methods, resigned as executive secretary, Missouri Social Hygiene Association, to become superintendent Committee of Fifteen of Chicago.

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CLASSIFIED ADVERTISEMENTS

WORKERS WANTED

WANTED: National Secretary for a National Jewish Child-caring Institution. Previous experience preferred. For particulars, address P. O. Box 478, Denver, Colorado.

WANTED: Social case workers by Jewish organization in eastern city offering opportunities for development in the field. 5946 SURVEY.

WANTED: In a Philadelphia Hospital, a Social Case Worker. Must be college graduate with either case work experience or with a certificate from a School of Social Work. 5947 SURVEY.

WANTED: Director of Dramatics. Preferably one knowing general club work. Apply Benedict Gorowitz, Executive Director, Abraham Lincoln House, Milwaukee, Wisconsin.

BOY SCOUTS OF AMERICA need men with leadership and administrative ability and experience for executive positions. Thirty-day Training Schools before or after placement. Further information BOY SCOUTS OF AMERICA, 200 Fifth Avenue, New York.

COOPERATIVE PLACEMENT SERVICE. Social workers, secretaries, superintendents, matrons, housekeepers, dietitians, cafeteria managers. The Richards Bureau, 68 Barnes Street, Providence, R. I.

GRADUATE NURSES, dietitians, laboratory technicians for excellent hospital positions everywhere. Write for free book now. Aznoe's Central Registry for Nurses, 30 N. Michigan Ave., Chicago, Illinois.

ASSOCIATED GUIDANCE BUREAU, Inc., (16 East 53rd Street, New York City) requires social workers, kindergartners, teachers; resident positions in private families, supervising problem children under direction. Good salaries and training courses offered. Write qualifications.

MATRON: Jewish Home requires services of competent matron. State age and experience. 5966 SURVEY.

WORKERS WANTED

WANTED: Experienced case worker as Assistant County Secretary in children's agency near Philadelphia. Reply County Agency Department, Children's Aid Society of Pennsylvania, 311 South Juniper St., Philadelphia.

SOCIAL CASE WORKERS WANTED: Hebrew Benevolent Society of Baltimore, 205 West Lombard St., Baltimore, Maryland.

EXPERIENCED WOMAN to take charge of sewing, handcraft, costumes, etc., in social settlement not in New York City. Resident position. Give full details as to age, education, experience, salary expected, etc. 5968 SURVEY.

SETTLEMENT in Pittsburgh needs qualified person to be in charge of business office and secretary to head resident. Knowledge of bookkeeping and ability to take dictation required. Resident position. 5969 SURVEY.

WANTED: Woman, Jewish, experienced in club management, to be assistant head worker in small settlement near New York City. Position vacant Jan. 1, 1928. 5979 SURVEY.

WANTED: HOUSEKEEPER, Jewish, Single, Orthodox Jewish Home for the Aged, 1648 South Albany Avenue, Chicago, Illinois.

WANTED: A Case Worker. One familiar with Boston and experience in the field of illegitimacy preferred. Apply Room 506, 88 Tremont St.

THE GENERAL GERMAN ORPHAN HOME of Maryland, located in Catonsville, a suburb of Baltimore, requires the services of man and wife as superintendent and matron. Population of home approximately 75; cottage system of administration. Write fully, giving qualifications and references to: C. Wm. Schneidereith, 208 S. Sharp St., Baltimore, Md.

"Home-Making as a Profession"
Is a 30-pp. ill. handbook—it's FREE. Home-study Domestic Science courses, for teaching, institution management, etc., and for home making efficiency. Am. School of Home Economics, 849 E. 58th St., Chicago

The COLLEGIATE SERVICE, Inc.
Occupational Bureau for College Women
11 East 44th Street
New York City
Social Work Dept. in charge of **Pauline R. Strode, Ph.B.** University of Chicago and graduate of Chicago School of Civics and Philanthropy
No registration fee
Send for application forms

WANTED *immediately*, a trained and experienced CHILDREN'S CASE WORK SUPERVISOR. Permanent position and suitable salary guaranteed to right person by reputable Southern children's organization. None other than experienced person of ability and personality will be considered. Woman preferred. Reply to 5980, care of The SURVEY.

SITUATIONS WANTED

MAN AND WIFE, middle aged, protestant, for past four years engaged as superintendent and matron of children's home, desire a change. Man, all-around mechanic, wife, graduate nurse, Penna. Registered. Location, secondary consideration. 5973 SURVEY.

COMPETENT INSTITUTIONAL MANAGER and Social Worker, Registered Nurse, with Public Health Training, seeks position in supervisory capacity. Adults, children, convalescent or working girls' home. Experienced, capable. References. 5974 SURVEY.

I AM 54 YEARS OLD. Have had 25 years experience in Social Service, Charitable, Educational and Civic work. Fairly good public speaker, and pleasing personality. Exceptionally fine references and details on request. Traveling preferred. CAN ANY ONE USE ME? 5975 SURVEY.

ATHLETIC DIRECTOR or Boys' Worker desires position for the fall in New York City or vicinity. Seven years experience in settlement work; instructor of physical training, football and basketball coach in a New York City high school. 5909 SURVEY.

WANTED: Social service position by college trained Negro woman of experience capable of supervisory or executive work. 5976 SURVEY.

YOUNG WOMAN EXECUTIVE with education and training in social work, twelve years' experience in rural and industrial fields in East and West, wishes a challenging organization job where knowledge of case work is used in child welfare. South or East, preferred. 5977 SURVEY.

RESEARCH WORK

WASHINGTON, D. C. RESEARCH—Detailed research work done for writers, speakers, etc. Library of Congress and Government Departments covered. Dorcy Cole, 920—17th St., Washington, D. C.

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